CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

BULLETIN

caut acpu

APRIL/AVRIL 1991 VOL. 38, No. 4

Wilson gets an "F" for Education Budget Cuts

by Tim Stutt, CAUT Government Relations Officer

By extending a freeze on federal funding to the provinces (imposed last year) for three more years, Finance Minister Michael Wilson will be cutting $775 million from Canada's post-secondary education system in 1992-93. Over five years this adds up to a cut of $3.8 billion — much greater than the annual operating budgets of universities in Newfoundland, Nova Scotia, Ontario, Alberta and British Columbia.

These are CAUT's "bottom-line" conclusions about the federal government's 1991-92 budget as announced by Wilson last February 26th. They led CAUT President Robert Kerr to condemn the measures taken by the Finance Minister in the name of fiscal restraint.

The Brink of Bankruptcy

"Canada's system of post-secondary education is hovering on the brink of bankruptcy. What the government doesn't seem to understand is that universities play a vital role in the nation's economy — present and future."

"The cuts are the equivalent of a loss of many, many jobs on campuses across Canada — jobs including

continued on page 4

Réductions budgétaires dans le secteur de l'éducation : un «F» au ministre Wilson

par Tim Stutt, agent des relations gouvernementales de l'ACPU

En maintenant le gel imposé l'année dernière aux fonds fédéraux accordés aux universités pendant une autre période de trois ans, Michael Wilson, le ministre des Finances, réduira encore de 775 millions de dollars en 1992 le financement de l'enseignement postsecondaire au pays. En cinq ans, le gouvernement fédéral aura réduit le budget de 3,8 milliards de dollars, soit un montant de beaucoup supérieur aux budgets annuels de fonctionnement des universités de Terre-Neuve, de Nouvelle-Écosse, de l'Ontario et de la Colombie-Britannique.

Voilà les conclusions auxquelles l'ACPU est arrivée devant le budget du gouvernement fédéral pour 1991-1992 annoncé par M. Wilson le 26 février dernier. Le président de l'ACPU a condamné les mesures du ministre des Finances pour contrer le déficit.

Au bord de la faillite

«Le système d'enseignement postsecondaire du Canada est tout près de la faillite. Ce que le gouvernement ne semble pas comprendre, c'est que les universités jouent un rôle vital dans l'économie actuelle et future du pays» a déclaré M. Kerr.

«Les réductions budgétaires engendreront une perte de nombreux emplois sur les campus canadiens, et ce, pour les professeurs, les employés de soutien et d'entretien, et les administrateurs. Ces réductions auront des répercussions particulièrement dévastatrices sur les économies des villes et des municipalités dotées d'universités. La perte de débouchés et tout le talent gaspillé ne constituent rien de moins qu'une tragédie nationale», a-il ajouté.

suite à la page 5

ILO Vindicates CAUT Claim

See page 2.

Inside Stories/À l'intérieur

Strike at Trent University	6
Royal Society Report	14
Curbing CSIS: Cold-War Thinking Prevails	17
A Day in the Life of an Academic Librarian	22
Dispositions de dégagement pour les bibliothecaires universitaires	23
CAUT Members' Programs	26

Departments/Chroniques

Letters to the Editor	7
Nouvelles brèves du Québec	8
Lobbyist's Notebook	9
From the Hill	10
Crossword	11
Collective Bargaining Co-op	15
Provincial Roundup	18
The CAUT Bookshelf	27

and more...

CAUT BULLETIN
ISSN 0007-7887

Editor: Ellen Henderson

Editorial Assistant: Stella Cosentino

Advertising and Circulation: Liza Duhelme

Published by the Canadian Association of University Teachers, 294 Albert Street, Suite 308, Ottawa, Ontario K1P 6E6 (613) 237-6885

Executive Director: Donald C. Savage

Copyright. The Canadian Association of University Teachers' Articles may not be reprinted without permission from the author and the CAUT Bulletin.

Readers are invited to submit articles to the editor who cannot accept responsibility for items which are damaged or lost in the mail.

All signed articles express the view of the author.

CAUT Guidelines and Policy Statements are labelled as such.

Average total distribution: 32,000. The CAUT Bulletin is published 10 times during the academic year, the first of each month, September through June.

Closing dates for receipt of advertising: 13 working days prior to publication date. No cancellations will be accepted after closing date. Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Printers: Performance Printing, Smiths Falls, Ontario

Design and Typesetting: Expographiq, Hull, Quebec

LE BULLETIN DE L'ACPU
ISSN 0007-7887

Rédactrice en chef: Ellen Henderson

Adjointe à la rédaction: Stella Cosentino

Annonces et tirage: Liza Duhelme

Publié par l'Association canadienne des professeurs d'université, 294, rue Albert, suite 308, Ottawa, Ontario K1P 6E6 (613) 237-6885

Directeur général: Donald C. Savage

Copyright: L'Association canadienne des professeurs d'université. Il est interdit de reproduire des articles sans la permission de l'auteur et du Bulletin de l'ACPU. Les lecteurs sont invités à adresser des articles à la rédactrice, qui décline toute responsabilité à l'égard de textes qui sont endommagés ou égarés en cours de transmission par la poste. Tous les articles signés expriment les vues de l'auteur. Les Enoncés de principes et les Directives de l'ACPU sont présentés comme tels.

Diffusion totale moyenne: 32 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire. Le 1er de chaque mois de septembre à juin. Délai de réception des annonces, 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Imprimeur: Performance Printing, Smiths Falls, Ontario

Conception et composition: Expographiq, Hull, Québec

ILO Vindicates CAUT Claim that B.C. University Faculty Discriminated Against

In early March, CAUT received official word that the International Labour Organization (ILO) had ruled that Section 80 of the University Act of British Columbia, which excludes university faculty from the right to organize, is indeed inconsistent with internationally accepted principles of freedom of association, and it recommended that it be repealed immediately.

Repeated demands from the Confederation of University Faculty Associations of British Columbia (CUFA-BC) that the government repeal Section 80 met with no success. Last September, at a meeting with CAUT President Bob Kerr and B.C. Faculty Association Presidents, the Honourable Bruce Strachan, Minister of Advanced Education, Training and Technology refused to take action to repeal the offending provision. At the same time, he suggested the B.C. faculty associations proceed with the ILO challenge that CAUT had already filed on their behalf.

In granting the appeal, the ILO noted that, since the law has been in force in British Columbia, university faculty in the rest of Canada have been actively organizing for collective bargaining purposes under provincial labour laws — a right denied to faculty in B.C. universities. British Columbia is the only province in Canada with labour legislation which discriminates against university faculty.

"This ruling vindicates our repeated claim that Section 80 is regressive legislation that singles out university faculty and denies them freedom of association and the right to organize — the twin pillars of labour relations in most countries", said Bob Kerr, President of CAUT. "We now look to the government to repeal Section 80 immediately to bring this province into compliance with accepted international law and to redress this discriminatory legislation" added Marg Csapo, President of CUFA-BC.

Supreme Court Refuses to Hear Vinogradov Appeal

The Supreme Court of Canada has refused leave to appeal in Dr. Alekeandra Vinogradov's gender discrimination case against the University of Calgary. The appeal relates to a human rights complaint that Dr. Vinogradov filed concerning the appointment process in the Faculty of Engineering. The complaint was dismissed by a board of inquiry and appeals to three court levels have been rejected.

In May 1990 CAUT's Council resolved to intervene in the court proceedings at the Court of Appeal level on the question of systemic discrimination. One basis for the appeal was that the board of inquiry had failed to adequately address this issue. The appeal was dismissed on preliminary procedural grounds with the result that intervention was not possible.

An independent committee of inquiry, established by the Academic Freedom and Tenure Committee to look into the broader question of whether Dr. Vinogradov was treated fairly and reasonably by the University of Calgary, is nearing the completion of its work.

Comments? Questions?

The Editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

Ellen Henderson,
Director, Information Services,
CAUT, 294 Albert St., Suite 308
Ottawa, Ontario K1P 6E6
telephone: (613) 237-6885
fax: (613) 232-0494

BULLETIN **COPY DEADLINES**
MAY – NOVEMBER 1991

Issue	Deadline
May	April 15
June	May 14
September	September 13
October	October 14
November	November 15

Des Questions?

La rédactrice en chef invite les lecteurs à lui écrire ou à lui soumettre des commentaires ou des suggestions. Les lettres doivent être brèves mais la rédactrice en chef se réserve le droit de les modifier pour des raisons d'espace. Veuillez communiquer avec :

Ellen Henderson
Directrice des services d'information
ACPU, 294, rue Albert, bureau 308
Ottawa (Ontario) K1P 6E6
téléphone : (613) 237-6885
télécopieur : (613) 232-0494

DATES DE TOMBÉE DES ARTICLES
DU *BULLETIN* DE MAI À NOVEMBRE 1991

Numéro	Date de tombée
mai	15 avril
juin	14 mai
septemhre	13 septembre
octobre	14 octobre
novembre	15 novembre

President's Message
Le mot du président

Yes, There is a Tory Agenda

Only five short months ago in this column I asked "Is there a Tory agenda?" (November 1990). At that time I speculated on what the federal government might be up to in order to win the next election and ventured that we might find the government launching new programs to improve its image.

Given much of the business response and some of the media reaction to the latest Wilson budget, we seem to be witnessing a government ready to go to extremes to improve its image. The extremes to which they are headed, however, are in quite a different direction than I anticipated last November.

The Mulroney government appears to be permanently wedded to a "tough guy" image: it is ready to do anything to reduce federal spending, no matter how serious the impact on Canada's future. This bodes even worse for higher education and research than the alternative prospect of vote-buying initiatives that are found wanting in the long run.

The most frightening feature of the February 26th budget for Canadian universities is the impact the continuing freeze will have on the already truncated federal financial commitment. Because the value of the tax points portion of established programs financing rises with inflation, the net impact of the freeze on (EPF) is that the federal cash contribution is actually decreasing even in nominal dollars, let alone constant dollars.

Barring a major reversal of approach, this means that the federal financial commitment to post-secondary education in this country has come to resemble the Cheshire cat. It will gradually fade away until only the smile is left and then that, too, will disappear. For some provinces, this could occur as early as 1996.

The Tory agenda for higher education is now clear. They propose to divest the federal government of its historic role in promoting and sustaining the university system in the national interest.

Even worse than what is happening, is how it is happening. The position that it is no longer a matter of national concern whether Canada has a strong university system represents a major change in government policy.

Surely a policy change this radical ought to be a matter of public debate, both inside and outside Parliament. But the Mulroney government is introducing this change as if it were a mere bookkeeping entry in its efforts to cut the federal deficit.

President Robert W. Kerr / Le président Robert W. Kerr

Wilson did announce that he is — at long last — ready to sit down with the provinces and discuss the future of programs like EPF. But it may be too little and too late. Will the provinces be interested in anything Ottawa has to say when Ottawa has already made clear its intention to abandon the issue?

To be fair, the federal government remains a player in the research field, although even here the performance is disappointing. In spite of all the bold words about the importance of research and technology to Canada's future, the federal government's contribution is growing at less than the rate of inflation.

We must not forgot that, if the federal contribution to general university

continued on page 4

Oui, les Conservateurs ont un programme

Dans l'article intitulé «Les Conservateurs ont-ils un programme politique?» publié en novembre dernier, j'essayais de prévoir ce que ferait le gouvernement fédéral pour s'attirer les votes du public aux prochaines élections. J'ai conclu qu'il lancerait peut-être de nouveaux programmes destinés à redorer son blason.

Si l'on se fie à la réponse de la plupart des entreprises et aux réactions de certains médias à l'annonce du dernier budget Wilson, le gouvernement semble ne vouloir reculer devant rien pour améliorer son image. Il semble toutefois orienter ses efforts dans une direction tout à fait opposée à celle que je prévoyais en novembre dernier.

Le gouvernement Mulroney semble vouloir conserver son étiquette de «dur à cuire» : il veut à tout prix réduire les dépenses fédérales, peu importe les répercussions de ses décisions sur le Canada ou sur son avenir. Une telle attitude est encore pire pour l'enseignement supérieur et la recherche que l'autre possibilité, selon laquelle le gouvernement tenterait d'acheter des votes par l'annonce d'initiatives à long terme.

Pour les universités canadiennes, le gel permanent des contributions fédérales déjà tronquées constitue l'élément le plus alarmant du budget annoncé le 26 février dernier. La valeur des points d'impôt du financement des programmes établis augmentant avec l'inflation, le gel de ce financement se traduit par une diminution des contributions pécuniaires du gouvernement fédéral, en dollars d'origine comme en dollars constants.

Si le gouvernement ne change pas radicalement de cap, son engagement financier à l'endroit de l'enseignement postsecondaire ressemblera au chat de Cheshire : il s'atténuera progressivement jusqu'à ce qu'il ne reste que le sourire, puis celui-ci disparaîtra à son tour. Certaines provinces devront peut-être faire face à cette situation dès 1996.

Le programme des Conservateurs concernant l'enseignement supérieur est maintenant clair. Il propose de priver le gouvernement fédéral de son rôle traditionnel de promotion et de maintien du système universitaire dans l'intérêt du pays.

À cet égard, le moyen adopté est encore pire que la fin. La politique gouvernementale a changé de façon radicale : le gouvernement considère désormais que la force du système universitaire canadien n'est plus une préoccupation nationale.

Un changement de cap aussi radical devrait faire l'objet d'un débat public, tant au sein du parlement qu'à l'extérieur de celui-ci. Mais le gouvernement Mulroney, désireux de réduire le déficit fédéral, amorce ce changement comme s'il s'agissait d'une simple entrée comptable.

M. Wilson s'est dit prêt — mieux vaut tard que jamais! — à s'asseoir avec les provinces afin de discuter de l'avenir de programmes tels que le financement des programmes établis. Mais c'est peut-être trop peu, trop tard. Les provinces seront-elles intéressées à écouter le gouvernement fédéral, alors que celui-ci a clamé haut et fort son intention de se désintéresser de cette question?

Par souci d'équité, le gouvernement fédéral continue de jouer un rôle dans le domaine de la recherche, mais là encore, le rendement a été désolant. En dépit de toutes ses belles phrases sur l'importance de la recherche et de la technologie pour l'avenir du Canada, le gouvernement fédéral est avare : ses contributions augmentent à un rythme inférieur au taux d'inflation.

On ne doit pas oublier que si le gouvernement fédéral effectue des coupes sombres dans le financement octroyé aux universités en général, il sabre en même temps la recherche. Puisque les frais indirects de la recherche appuyée par le gouvernement doivent être couverts par le

suite à la page 4

Education Budget Cuts continued from page 1

professors, support staff, maintenance workers and administrators. The effects will be particularly devastating for the economies of cities and towns with universities. The lost opportunities and wasted talent are nothing less than a national tragedy", said Professor Kerr.

Students will Suffer too

CAUT was not alone in its condemnation of the federal budget's impact on post-secondary education. "Students represent Canada's single most important investment in the future — our ability to compete and prosper", said Jane Arnold, Chairperson of the 400,000 member Canadian Federation of Students (CFS). "Cutbacks in education during a recession are just one indication of how shortsighted this government really is".

The post-secondary education system plays a vital role in the nation's economy, a fact recognized in the January 1991 Angus Reid poll, which showed that 93% of Canadians believe that the federal government should continue to fund higher education; nearly two-thirds of those also agree that federal funding should be increased.

CAUT and CFS have always maintained that federal leadership is essential if Canada is to have a high quality and fully accessible system of post-secondary education. "There is no douht that the budget will translate into decreased resources for teaching and research, while denying many Canadians a chance to further their education", concluded Professor Kerr.

Further Granting Council Cutbacks

Last year's budget limited total federal funding for most science and technology grants and contributions to a maximum annual increase of 5% for both 1990-91 and 1991-92. In this budget Finance Minister Wilson has limited funding for all S&T grants and contributions programs to annual increases of 3%, beginning in 1992-93 and ending in 1995-96. According to the Minister these annual increases will total approximately $1.5 billion.

The widely expected 1991-92 interim funding arrangement for the granting councils is not affected. Under this funding scheme, the councils will receive matching grant funding at the 1990-91 level. In addition, they will obtain a modest funding increase.

According to the 1991-92 Main Estimates released two days after the federal budget, the granting councils will receive a total of $811.8 million during the next fiscal year [excluding $17.5 million in Centres of Excellence funding that is administered by the Medical Research Council (MRC)]. This represents an increase of $33.3 million or 4.3% over 1990-91. When InnovAction program funds are taken into account, the combined budgets of the granting councils are expected to increase by approximately 5%.

What remains at issue for the granting councils is the base upon which the 3% annual increase is to be calculated. Preliminary information obtained by the Association of Universities and Colleges of Canada (AUCC), suggests that the "reference level" of the councils will include their current base budgets only. This will exclude the limited term funding provided by the matching grants program (i.e. $155 million) and the InnovAction funds (i.e. $60 million) which the councils have been receiving since 1988.

In principle, the matching grants and InnovAction funds will revert to the government's science and technology spending "envelope" in 1992-93 and in 1993-94, respectively. The granting councils will need to submit proposals to have these funds recommitted or allocated to new or enhanced activities. The competition for these funds could be fierce because of the limited 3% growth of the S&T grants and contributions programs.

Program Funding Changes

In 1991-92 there will be a considerable shift of funding among MRC and SSHRC programs which reflects changing priorities along with previously announced program funding reductions and terminations. Among the programs that will receive reduced funding are MRC's research equipment funding and research maintenance funding grants, and SSHRC's negotiated research grants, special infrastructure funding, Canadian studies funding, priority theme funding and Canada Research Fellowships. In turn, some of the big winners are SSHRC's research grants and human resources development doctoral fellowships as well as MRC's collaborative research funding and university-industry programs.

As for the Natural Sciences and Engineering Council (NSERC), only funding for its networks of Centres of Excellence will decrease.

This shifting of priorities along with the 3% budgetary limit will have a considerable impact on the number of awards made by the granting councils. For example, MRC's Main Estimates show that in 1991-92 the awarding of new MRC operating grants will decline from 247 to 200, even though it is estimated that the number of new grant applications will increase from 933 in 1990-91 to 1,023 in 1991-92. As a result the percentage of applications approved will decline from 26% to 20%. Fellowship and studentship program awards will decline from 23% (409 awards) to 22% (412 awards), even though the number of applications will increase from 1,762 to 1,850.

It is no wonder that in a March 5th *Edmonton Journal* article, MRC Director of Media Relations Neil Morris speaks of the dire consequences of the budget for MRC awards:

"More than half of the new applicants who should have got grants, if the money were available, won't. It's hard enough to win a grant. It's doubly disappointing when your application is worthy hut you still can't get it approved."

"We understand the federal government's dilemma, but that's not going to help our situation, and each year it gets tougher and tougher", said Morris.

Arts Funding Slashed

The budget and the Main Estimates also contained some unpleasant news for Canada's cultural community. Federal arts funding was cut by $18.1 million to total $1.78 billion in 1991-92.

In the wake of the fiscal reductions the Department of Communications found the budgets of its agencies streamlined across the board. Among the hardest hit are museums such as the National Gallery which will lose $900,000, and the Canada Council which will lose a further $280,000 from its operating budget of $96 million after having heen the target of a four-year operating budget freeze.

Telefilm Canada will undergo a $500,000 budgetary reduction to bring its budget to $145.1 million. The total budget will remain frozen at this level until 1995-96. No provision was made in the estimates for a proposed Museum of New France in Quebec City that the federal government announced last January. And only $1 million will be provided for a feasibility study of a Museum of Science and Technology that may be built in Montreal.

The total 1991-92 Main Estimate expenditures on the arts do not take into account the projects that were dropped by Michael Wilson's budgetary statement. In the budget the Finance Minister announced that the federal government has withdrawn its $88-million of support for Toronto's Ballet Opera House and postponed the $45-million Institute for Research on Cultural Entreprises. Communications Minister Marcel Masse made the announcement of the Institute's establishment in Montreal during the week before budget day.

Canada Council Director Joyce Zemans declared that the federal budget puts Canadian artists in a dire spot. "Let this be a warning: if there isn't a serious and immediate effort to improve the Council's ability to respond to the urgent needs of Canada's artists, there will be a damaging and lasting impact on the cultural life of Canada."

UIC Rates Increase

The final aspect of the federal budget that is noteworthy for the academic community is the government's proposal to increase Unemployment Insurance rates by almost 25%, effective next July 1st.

The UI rate for employees will rise from $2.25 to $2.80 per $100 of insurable earnings and the rate for employers will increase from $3.15 to $3.92. Based on the current levels of maximum insurable earnings of $680 per week, this increase will cost employees up to $97 in 1991 before tax and about $70 on an after-tax basis, once the tax credit is taken into consideration. Employers will see an increase of up to $136 per employee for calendar year 1991.

As a result of these increases, the maximum 1991 UI premiums for employees with annual incomes of over $35,360 are $892.84 for employees and $1,249.98 for employers. The Canadian Association of University Business Officers estimates that these increases will cost universities as much as $20 million a year.

President's Message continued from page 3

funding is taken away, then Ottawa becomes a much smaller player in research as well. Since the indirect costs of federally-supported research have to be covered by general university funding, disappearance of the federal contribution to general funding involves, in effect, a substantial reduction in federal support for research.

The review of CAUT policy on university funding being carried out over the past year, has therefore taken on urgent and critical importance. Whether the answer is a fresh and different proposal with respect to the federal role or cogent new arguments to restore vitality to EPF, we must arm ourselves with new ammunition if we are to maintain a federal presence in the post-secondary education field.

Le mot du président suite de la page 3

financement général accordé aux universités, dans les faits, la disparition de la participation fédérale au financement glohal se traduit par une réduction sensible de l'appui gouvernemental à la recherche.

Ainsi, l'étude de la politique de l'ACPU sur le financement des universités, étude entreprise l'année dernière, est extrêmement importante. Que la réponse réside dans une proposition nouvelle et différente sur le rôle du gouvernement fédéral ou dans de nouveaux arguments pertinents visant à restaurer le financement des programmes établis, nous devons trouver de nouvelles armes si nous voulons maintenir une présence fédérale dans le domaine de l'enseignement postsecondaire.

Réductions budgétaires *suite de la page 1*

Les étudiants en souffriront aussi

Il n'y a pas que l'ACPU qui a condamné les répercussions du budget fédéral sur l'enseignement postsecondaire. Jane Arnold, la présidente de la Fédération canadienne des étudiants, qui compte 400 000 membres, a déclaré que «Les étudiants représentent l'investissement le plus important du Canada dans l'avenir, et c'est sur eux que repose notre capacité de demeurer concurrentiels et prospères».

«En effectuant des compressions dans le domaine de l'éducation pendant une récession, le gouvernement fait preuve d'un manque de vision évident», a-t-elle poursuivi. Le gouvernement est de plus déconnecté de l'opinion publique. Selon un sondage Angus Reid effectué en janvier 1991, 93 p. 100 des Canadiens s'entendent sur le fait que le gouvernement fédéral devrait continuer à financer l'enseignement supérieur, et près des deux tiers pensent qu'il devrait en fait accroître son financement.

L'ACPU et la FCÉ ont toujours affirmé que le soutien du gouvernement leur était indispensable afin d'assurer un système d'enseignement postsecondaire de qualité supérieure et d'accès universel. «Le budget amènera inéluctablement une diminution des ressources affectées à l'enseignement et à la recherche, en plus d'enlever à de nombreux Canadiens la possibilité de poursuivre leur éducation», de conclure M. Kerr.

D'autres compressions pour les conseils subventionnaires

Le budget de l'année dernière a limité l'aide financière totale du fédéral pour la plupart des programmes de contributions et de bourses dans le secteur scientifique et technologique à une hausse annuelle maximale de 5 p. 100 en 1990-1991 et 1991-1992. Dans le budget de cette année, le ministre Wilson limite l'aide financière à tous les programmes de bourses et de contributions en science et en technologie à des hausses annuelles de 3 p. 100 à compter de 1992-1993 et ce, jusqu'en 1995-1996. D'après le ministre, ces hausses se chiffreront à environ 1,5 milliards de dollars.

La formule de financement intérimaire des conseils subventionnaires largement attendue de 1991-1992 n'est pas touchée. En vertu de cette formule, les conseils auront droit à une aide financière sous forme de subventions de contrepartie au niveau de 1990-1991. De plus, l'aide financière sera légèrement accrue.

Two-thirds of Ontarians favour ensuring accessibility to post-secondary education and oppose the imposition of admission quotas.

OISE Survey of public attitudes to education in Ontario, 1990.

Selon le Budget des dépenses principal de 1991-1992, rendu public deux jours après le budget fédéral, les conseils subventionnaires auront droit au montant total de 811,8 millions de dollars au cours du prochain exercice financier, ce qui exclut les 17,5 millions de dollars consacrés au financement des Centres d'excellence administrés par le Conseil de recherches médicales (CRM). Il s'agit d'une hausse de 33,3 millions de dollars ou 4,3 p. 100, par rapport à 1990-1991. Si l'on tient compte des crédits pour le programme InnovAction, les budgets combinés des conseils subventionnaires devraient augmenter d'environ 5 p. 100.

Il reste maintenant à déterminer sur quoi se fonderont les calculs de la hausse annuelle de 3 p. 100 des conseils subventionnaires. D'après des renseignements préliminaires obtenus de l'Association des universités et collèges du Canada, il semble que le «niveau de référence» des conseils ne comprendra que leur budget de base actuel. En sont exclus les fonds à durée déterminée fournis par l'intermédiaire du programme de subventions de contrepartie, soit 155 millions de dollars, et ceux d'InnovAction, soit 60 millions de dollars, consentis aux conseils depuis 1988.

En principe, les crédits pour les subventions de contrepartie et le programme InnovAction retourneront à l'enveloppe de dépenses du gouvernement pour les sciences et la technologie en 1992-1993 et 1993-1994 respectivement. Les conseils subventionnaires devront faire des offres pour impartir de nouveau ces fonds ou pour les octroyer à de nouvelles activités. D'autres organismes pourraient livrer une lutte féroce pour l'obtention de ces fonds en raison de la hausse limitée de 3 p. 100 des programmes de subventions et de contributions des secteurs scientifiques et technologiques.

Modifications au financement des programmes

En 1991-1992, les programmes du Conseil de recherches médicales (CRM) et du Conseil de recherches en sciences humaines (CRSH) subiront des modifications importantes reflétant les nouvelles priorités ainsi que la réduction ou la fin du financement des programmes annoncés déjà. Des programmes du CRM, notamment les subventions d'achat d'équipement et les subventions d'entretien, et du CRSH, entre autres les subventions concertées, les subventions d'infrastructure, le financement du programme des études canadiennes, les subventions dans les domaines prioritaires et la Bourse de recherche du Canada, verront leurs crédits réduits. En revanche, des programmes comme les subventions de recherches et les bourses de doctorat pour le perfectionnement des ressources humaines du CRSH ainsi que les subventions de recherche en collaboration et les programmes université-industrie du CRM en sortiront les grands gagnants.

En ce qui concerne le Conseil de recherches en sciences naturelles et en génie (CRSNC), seul le budget des Réseaux de centres d'excellence sera diminué.

Le changement des priorités et le plafond budgétaire de 3 p. 100 auront des répercussions importantes sur le nombre de subventions octroyées par les conseils subventionnaires. Ainsi, dans le cas du CRM, le Budget des dépenses principal révèle que l'octroi de nouvelles subventions de fonctionnement en 1991-1992 passera de 247 à 200, bien que l'on prévoit une augmentation du nombre de nouvelles demandes de subventions, allant de 933 en 1990-1991 à 1023 en 1991-1992. Par conséquent, la proportion de demandes de subventions approuvées tombera de 26 p. 100 à 20 p. 100. Les octrois de bourses de recherche et les programmes de stagiaires baisseront de 23 p. 100 (409 octrois) à 22 p. 100 (412 octrois), bien que le nombre de demandes augmente de 1762 à 1850.

Il ne faut pas s'étonner, par conséquent, que dans un article paru le 5 mars dans le *Edmonton Journal*, le directeur des relations avec les médias du CRM, Neil Morris, ait parlé des terribles conséquences du budget sur les octrois de subventions du Conseil. Il a déclaré que plus de la moitié des nouveaux candidats qui devraient recevoir des subventions si les fonds étaient disponibles n'en auraient pas. «C'est déjà assez difficile d'obtenir une subvention. C'est doublement décevant de ne pas pouvoir faire approuver sa demande quand elle le mérite.»

«Nous comprenons le dilemne du gouvernement fédéral, mais cela ne va pas nous aider. C'est de plus en plus difficile chaque année», a ajouté M. Morris.

Le fédéral sabre le budget des arts

Le budget et le Budget des dépenses principal contenaient également des mauvaises surprises pour la communauté culturelle du Canada. Le budget des arts a été réduit de 18,1 millions de dollars pour totaliser 1,78 milliard de dollars en 1991-1992.

Dans la foulée des restrictions budgétaires, le budget de certains organismes du ministère des Communications a été durement touché, en particulier les musées, entre autres le Musée des beaux-arts qui perdra 900 000 $, et le Conseil des arts, victime encore une fois du couperet du fédéral après avoir vu son budget de fonctionnement gelé pendant quatre ans. Le budget de fonctionnement de 96 millions de dollars sera amputé de 280 000 $.

Le budget de Téléfilm Canada subira une réduction de 500 000 $ pour l'amener à 145,1 millions de dollars. Le budget total sera gelé à ce niveau jusqu'en 1995-1996. Le budget des dépenses ne prévoit rien pour le projet de musée de la Nouvelle-France à Québec que le gouvernement fédéral avait annoncé en janvier dernier. On ne consent que la somme de 1 million de dollars pour une étude de faisabilité relative à la construction d'un musée de la science et de la technologie à Montréal.

Le Budget des dépenses principal total de 1991-1992 pour les arts ne tient pas compte des projets abandonnés par Michael Wilson dans son discours du budget. Le ministre des Finances a annoncé que le gouvernement fédéral retirait l'octroi de 88 millions de dollars à la maison du ballet et de l'opéra de Toronto et qu'il reportait la construction de l'Institut de recherche sur les entreprises culturelles de 45 millions de dollars. Le ministre des Communications, M. Marcel Masse, avait annoncé la création de l'institut à Montréal la semaine précédant le budget.

La directrice du Conseil des arts, Joyce Zemans, a déclaré que le budget du gouvernement fédéral mettait les artistes canadiens dans une situation précaire. «Que cela soit un avertissement: si l'on ne s'efforce pas immédiatement et sérieusement d'améliorer la capacité du Conseil à répondre aux besoins urgents des artistes canadiens, la vie culturelle du Canada en subira les contre-coups d'une manière préjudiciable et durable.» La rumeur qui circule à Ottawa veut que le ministre préférerait éliminer le Conseil des arts et le remplacer par des organismes qui seraient dépendants du gouvernement.

Hausse des cotisations d'assurance-chômage

Enfin, l'aspect du budget fédéral digne d'attention pour la collectivité universitaire est le projet du gouvernement d'accroître les cotisations d'assurance-chômage de presque 25 p. 100 à compter du 1er juillet.

Les cotisations des employés passeront de 2,25 $ à 2,80 par 100 $ de gains assurables, et pour les employeurs, de 3,15 $ à 3,92 $. En se fondant sur les niveaux actuels de gains assurables maximum de 680 $ par semaine, les employés verront leurs cotisations augmenter jusqu'à 97 $ en 1991 avant impôt et à environ 70 $ après les retenues d'impôt et le crédit fiscal. Les cotisations des employeurs augmenteront jusqu'à 136 $ par employé pendant l'année civile 1991.

Les primes d'assurance-chômage maximales des employés ayant un revenu annuel de plus de 35 360 $ se diviseront ainsi: 892,84 $ de la part des employés et 1 249,98 $ de la part de l'employeur. L'Association canadienne du personnel administratif universitaire estime que cette augmentation coûtera aux universités jusqu'à 20 millions de dollars par année.

Strike at Trent University

Peterborough – On Monday, March 4th , 231 professors and librarians, all members of the Trent University Faculty Association (TUFA), walked off the job.

Bob Kerr, President, CAUT; Bill Graham, President, OCUFA; Jackie Muldoon, Trent Executive; John Gilchrist, President, Trent Faculty Association

The Trent student union has issued a statement urging the university to "preserve the integrity" of the university in Peterborough by paying its professors "fair and competitive salaries while, at the same time, taking necessary actions to retain smaller class sizes".

At issue are four key areas of dispute:

- ownership and use of the pension fund surplus
- salary parity with other Ontario universities
- improvement of teaching and research support
- special deals for administrators returning to the bargaining unit

A major stumbling block in the negotiations is the university's refusal to address the first three issues without TUFA first agreeing to special salary arrangements for administrators returning to the bargaining unit at the end of their terms.

" Presidents and Vice-Presidents, among others, are claiming the right to return to their normal teaching duties and retain salaries close to double that of the average faculty member", explained Doug Curtis, spokesperson for the TUFA negotiating team. " We regard this as a serious misallocation of funds in an era of tight fiscal restraint, when resources for research and teaching are being stretched to the limit".

TUFA's position on the other three areas of dispute is clear.

"We're committed to achieving salary parity with other Ontario universities" said Trent University Faculty Association President John Gilchrist. TUFA turned down a 20% increase over two years, an increase that still would have left professors the lowest paid among Ontario's fifteen universities. TUFA has proposed a salary parity adjustment of 10.7% spread over two years, and a formula to link Trent salaries to those at other Ontario campuses.

On the pension front, TUFA remains adamant that pension fund surpluses should only be used to provide improvements to plan benefits. It remains opposed to the university's claim to a right to raid the pension surplus.

The CAUT Defence Fund has authorized payments to TUFA for the duration of the strike.

Messages of support can be sent to:

Professor John Gilchrist, President, TUFA, 188 Hunter Street, Peterborough, Ontario K9H 2L2 Tel: (705) 741-1057: FAX: (705) 748-0099.

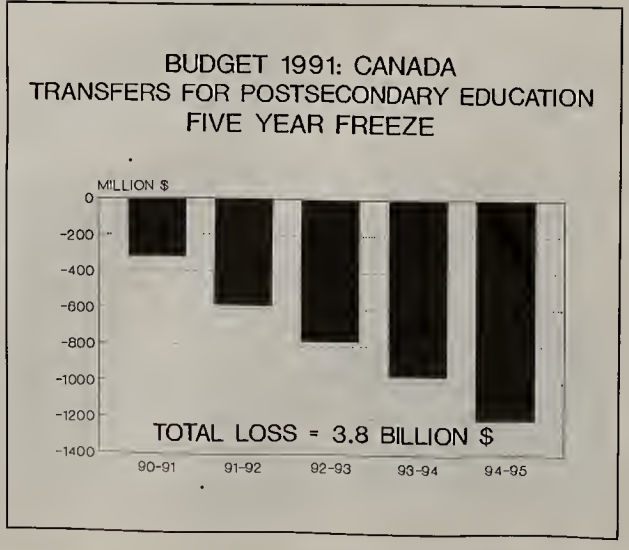
News Flash: Trent University Faculty went back to work on Wednesday March 27th, after a three week strike. For details, see the May *Bulletin*.

At press time, TUFA had asked the mediator to invite both parties back to the bargaining table. "We have made this request in light of the gravity of the situation and the threat to the students' academic year," said Doug Curtis. " Our request to return to the bargaining table reflects TUFA's concern for all the innocent parties caugbt in this dispute between ourselves and the employer."

The picket line outside Trent University

BUDGET 1991: CANADA
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 5,788	$ 5,852	$ 5,916	$ 5,980	$ 6,045
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 6,109	$ 6,433	$ 6,691	$ 6,946	$ 7,250
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 321	$ 581	$ 775	$ 966	$1,205



Letters to the Editor
À la rédactrice

I believe that the CAUT position on Canadianization should be strengthened, and that the Association ought to take a more active role in monitoring new appointments, urging universities and faculty associations to follow Canadianization policies, and lobbying the government of Canada to maintain and enforce its own rules.

It is by now a commonplace to suggest that within a decade or so we could be back into a situation similar to that of the 1960s, with a large number of faculty vacancies and a paucity of Canadians qualified to fill them. If Canadianization policies and pressures are allowed to weaken (as I believe they have been of late), it will be too late to do anything about it once the retirements begin in earnest.

In the meantime, some of the appointments currently being made are going to foreign scholars when they could have gone to Canadians. As things are, Canadianization guidelines are presumably being followed in places where there is already sympathy for Canadianization: there is not enough in the policy to put real pressure on people who don't agree with it. It is too easy for universities to circumvent Immigration regulations. Jobs can be described in such a manner as to exclude all but a handful of applicants, among whom is the non-Canadian the department concerned wants to hire. As I understand it, Immigration authorities do not take a "pro-active" role in monitoring hirings: rather, they respond to complaints, which can be somewhat suspect if they come from people who wanted the job but didn't get it. With a compliant senior administration, it is not terribly difficult to convince government authorities that no suitable Canadian applicant was available for the job.

The two-tier advertising policy is a step in the right direction, but it does not go far enough. As I have seen it operate in practice, there is nothing to prevent non-Canadians from responding to the all-Canadian advertisements — indeed, department heads and others have been known to ensure that they are brought to the attention of foreign scholars whom they would like to hire. The policy would be more effective if hiring committees were required to have, in the first instance, an all-Canadian competition: it would be only after qualified Canadian applicants had been reviewed and rejected that others could be considered.

It is also my impression that many universities do not have a committee to review recommendations of appointment of non-Canadians. Frequently it is a matter of the department head and senior administrators working together to present the appointment in such a manner as to make it appear as though immigration rules had been observed. If this sort of situation exists, where those making the appointment work to evade Canadianization policies, there does not seem to be any mechanism for making the appointment known until it is a *fait accompli*. Perhaps there should be a requirement that any recommendation of a non-Canadian appointment be publicized before the appointment is made. Perhaps, too, unsuccessful applicants for the position should be informed of the recommended appointment so that if they feel that the rules have been infringed they would have the opportunity to object.

I am aware that the whole matter of appointments is touchy: departments and universities are likely to react strongly to anything that looks like infringement of their autonomy. However, academics can often be persuaded by information. I am sure it would help if some agency (CAUT?) could provide statistics showing proportions of appointments — especially those at the junior levels — and assist professors to realize that Canadianization policies are an advantage to their own graduate students. Somehow, we should reassure the unconvinced that Canadianization policies are not intended to thwart the occasional real opportunity to recruit a world-class scholar whose contribution is needed, but rather to ensure that Canadian scholars have a fair opportunity to compete in their own country.

I hope these remarks will be of some help to you, and I wish you luck with your work.

Gordon Inglis
Memorial University of Newfoundland

I am responding to your request for feedback on the CAUT Policy on Canadianization featured in an article in the January CAUT *Bulletin*. I am not so much opposed to the current policy as I am to the Canadian government's abuse of such a policy in Ontario. Well before the 1977 policy was imposed, our Department of Psychology would always look first to Canadians and advertise appropriately. When such people were not to be found we would look to others. Since the late 70's, however, the Immigration Board has put so many barriers in front of us, as to render it nearly impossible to hire extremely competent non-Canadians when they were available (this includes females and members of minorities who could otherwise have been hired) and Canadians were not. Some positions have gone so long without being filled (thanks to immigration policies), that now ironically, because of the financial situation, they cannot be filled at all with or without a Canadian. We have recently lost four unfilled positions in our Department alone.

I am writing you now, because I believe this state of affairs can only get worse. All forecasts in North America predict a severe shortage of professors in the near future due to massive retirements about to or already beginning. If we are to guarantee our students competent people to teach and train them, then we must unleash the universities from the restraints imposed on them by the federal government.

Yes, require advertising and ask the university to set up committees to oversee the hiring but keep the federal government out of it. They are neither competent enough to judge nor are they concerned with competent teaching and research. They just want to keep non-Canadians out.

I recommend that you keep the policy in tact, but urge the federal government to remove any additional restraints. Ontario universities are especially hard hit by these restraints, as other provinces do not have to advertise for Canadians first, and then beg for permission to look for others.

It is my hope that you will take this suggestion seriously, as I believe we are in for some troubled times where quality of education and not Canadianization should be the main issue.

Richard M. Sorrentino
University of Western Ontario

I feel compelled to respond to the Status of Women Committee Column in your January issue. The article begins "Women academics who choose to bear and raise children face unique problems". The article deals primarily with prenatal diagnostics and access to abortion, which allow women "to establish careers first and delay childbearing". This implies that the answer to balancing the demands of motherhood and academia is to postpone motherhood. Problems associated with this delay are solved by eliminating defective offspring. This attitude is offensive, and it perpetuates the problem.

The rigors of an academic career put severe strain on our time and on our ability to maintain a human existence. Parenting, if done well, is a time consuming and soul demanding activity. For those of us who are parents, especially of young children, while trying to build an academic career, it is difficult to feel that either our children or our careers are getting *all* the time and energy they deserve.

The inequitable distribution of men and women in academia, and especially in the sciences, has generated a great deal of concern. The usual explanation is that girls are taught that they do not have the innate ability to succeed. There are other explanations. I suggest that one of the causes of the low representation of women in academia, and especially in the sciences, may be that women are less likely (or less able) than men to sacrifice their families for their careers. If academic/scientific success requires that a person does not have a family, postpones having a family or denies their responsibilities as parents, this presents a significant barrier to women (and increasingly to men).

Perhaps what women in academia need is not medical assurances that reproduction can be delayed, and risks can be minimized. Such assurances only pressure us into denying our humanity. Perhaps what we all need is a human environment where career and family need not be mutually exclusive goals. Perhaps this is also what is needed to entice women into academia and into science.

Brenda Frick
University of Saskatchewan

Nouvelles brèves du Québec

La FAPUQ dépose un mémoire devant la Commission Smith

par Marie LeComte,
candidate au doctorat en sciences politiques à l'Université de Montréal

Le mémoire de la FAPUQ à la Commission Smith, déposé en janvier dernier, défend le principe de la revalorisation de l'enseignement universitaire qui subit un procès de disqualification aux dépens de la recherche. Selon la FAPUQ, ces deux fonctions de l'université doivent être rééquilibrées.

L'enseignement, parent pauvre de l'université

En effet, indique le mémoire, le renom d'une université dépend de la performance de ses chercheurs et du nombre de diplômes décernés, surtout aux 2e et 3e cycles. Les professeurs ont vite compris que le critère déterminant leur promotion est le nombre de subventions de recherche obtenues et le nombre d'articles publiés dans des revues scientifiques. Lorsque vient le moment de se partager les cours, ils favorisent naturellement les cours ou séminaires de 2e et 3e cycles qui sont les plus susceptibles d'alimenter leurs propres recherches et d'augmenter le nombre de leurs publications. Dans certaines universités, la situation est devenue alarmante: les professeurs réguliers fuient souvent l'enseignement auprès des étudiants du premier cycle et s'en libèrent sur le dos de jeunes collègues ou de chargés de cours. C'est la course aux subventions de recherche qui l'emporte.

Un problème de marketing

Comment expliquer ce phénomène de dévalorisation de l'enseignement universitaire et de surinvestissement dans la recherche? Depuis les années soixante, pour assurer leur compétivité au plan international, les États ont choisi d'investir dans l'enseignement supérieur, rappelle le mémoire de la FAPUQ. Dans cette perspective, les universités ont adopté une stratégie de marketing qui consiste à faire du professeur-chercheur, l'artisan des nouvelles technologies productrices de richesse. Cette stratégie cherche à promouvoir la collaboration entre l'université et le monde des affaires afin d'assurer la crédibilité des institutions et de trouver des sources de financement supplémentaires. Cette situation risque d'obliger l'ensemble des professeurs à se transformer en entrepreneurs et, en conséquence, de pervertir la qualité de la production scientifique.

Les conséquences d'une telle stratégie

La valorisation de la recherche au détriment de l'enseignement pourrait avoir des résultats graves, indique le mémoire de la FAPUQ. Le corps professoral serait susceptible de se diviser hiérarchiquement entre professeurs-chercheurs et professeurs-enseignants. La qualité de l'enseignement universitaire, valable dans la mesure où il s'alimente à la recherche, s'en trouverait affectée. D'autre part, en insistant pour que les professeurs financent leurs recherches à partir de dons provenant du monde des affaires, l'université risque de consacrer ses énergies à l'entreprise privée et de s'éloigner des recherches plus gratuites qui devraient la caractériser. Enfin, l'importance accordée à la valeur monétaire des subventions de recherche pourrait distraire l'université d'autres secteurs de sa responsabilité sociale, comme par exemple les services à la collectivité. L'université devrait s'attarder plus souvent aux questionnements de certains groupes défavorisés, comme les groupes de femmes ou les associations d'aînés.

Revenir à la vocation de l'université

Afin de rééquilibrer les différents éléments de la tâche des professeurs, la FAPUQ a soumis sept propositions à la Commission Smith.

D'abord, elle souhaite que les universités et autres organismes concernés entreprennent une campagne pour revaloriser l'enseignement dans la communauté universitaire et dans la société en général. Elle souhaite également que les universités assurent le lien entre l'enseignement et la recherche en évitant tout ce qui entraînerait le dédoublement du corps professoral. Il faut que tous les professeurs s'adonnent à la recherche, réfléchissent sur le geste et en inculquent le sens aux étudiants. Dans la même perspective, la FAPUQ suggère que la tâche de chaque professeur de carrière comprenne un minimum d'un cours par année même s'il bénéficie d'un dégagement pour faire de la recherche ou de l'administration. La Fédération ajoute qu'il est nécessaire de reconnaître l'importance des différents travaux d'enseignement des professeurs, surtout au moment des évaluations aux fins de promotion.

D'autre part, la FAPUQ recommande que les universités reconnaissent que des recherches pédagogiques puissent justifier l'obtention d'une année sabbatique. Elle recommande aussi l'augmentation des montants dédiés au soutien et à l'amélioration de la pédagogie universitaire. Finalement, la FAPUQ propose que les universités se dotent d'un service pédagogique qui soit à la disposition des professeurs pour les aider dans la solution de leurs problèmes pédagogiques concrets.

Ces différentes propositions devraient contribuer à revaloriser l'enseignement, mode d'expression primordial pour ceux qui ont choisi de vivre à l'université.

Des chiffres et des lettres

Le compte est bon

Utilisez les six nombres, au plus une fois chacun, pour arriver au total, ou le plus près possible du total. Vous pouvez additionner, soustraire, multiplier ou diviser. UNE MINUTE par problème!

Exemple: 6 5 25 4 50 25 319

Solution: [(25 – 50) x 4] + 25 – 6 = 319

1.	7	2	1	3	6	4	630
2.	25	5	9	7	3	1	256
3.	8	8	7	6	5	5	900
4.	100	7	50	3	2	6	328

Le mot le plus long

Composez le mot le plus long possible en agençant les six lettres proposées. Les formes du féminin, du pluriel, etc., sont permises. UNE MINUTE par problème.

Exemple: T E S E Q O P R Z

Solution: PORTEES (7)

1. C E P O D E R I C
2. D A L U R E G I N
3. A R E V A E P U E
4. M I S E R O T I L

Solution des jeux du mois passé

(9 – 7) x [25 x (3 + 1)] – 3 = 197
(75 / 25) x 100 – 50 + (2 + 8) = 260
(25 + 50) x 8 + 100 / 2 – 7 = 643
[(7 x 9) x (8 + 4) / 3] + 1 = 257

1. FABRIQUES (9)
2. DOMINANT (8)
3. DOSSIER (7)
4. PEAGISTE (8)

N'hésitez pas à envoyer de meilleures solutions à:

Chiffres et lettres
a/s ACPU
294, rue Albert
Bureau 308
Ottawa (Ontario)
K1P 6E6

et nous les publierons.

Lobbyist's Notebook
Le carnet du lobbyiste

by Donald C. Savage,
Executive Director, CAUT

"A lousy week for science" This was the title of a March 16th editorial in the *Ottawa Citizen*. It was the weary reaction to a week of bad news: criticisms by an astronaut of the Canadian space programme; a deluge of resignations at the National Research Council (NRC) when better terms of early retirement were offered; and Minister of Science Bill Winegard's observation that many scientific researchers who receive government grants do not deserve them.

The editors noted that one of the justifications for cuts at NRC was that the government favoured doing research in the universities. What we are witnessing here is a severe case of political schizophrenia, for that same government has just brought down a budget which continues a pattern of massive cuts to transfer payments for post-secondary education.

Arab Residents and the Security Forces

The CAUT Council recently urged the Security and Intelligence Review Committee (SIRC) to monitor the actions of CSIS in regard to Arab residents of Canada during the Gulf crisis. SIRC has written back to say that it shares the concerns of CAUT in this regard and has taken steps to review CSIS activities in this area.

Science Citations: You Get What You Pay For

Both the Canadian Press and the *Globe and Mail* have carried a report from the Institute for Scientific Information which states that, since 1984, there has been a slow decline in the average number of times Canadian research has been cited in other scientific articles. Britain and Canada are two countries among the Group of Seven where such a decline has been registered.

Welcome to the Mulroney and Thatcher years.

CAUT President Robert Kerr has written to the press to suggest that no one should be surprised by this trend since the 1980s saw a steady decline in federal transfer payments to the provinces for post-secondary education, and in addition, Ottawa failed to significantly increase the base budgets of the granting councils in real dollars terms.

Foreign Student Visas

The Conservative government announced in March that it was applying a $75 visa fee for all foreign students. CAUT has written to the Secretary of State protesting this decision. The Conservatives imposed and then withdrew such a tax on foreign students in 1984. In its letter, CAUT noted that the federal government had now joined the dismal parade of provincial governments who decided to tax foreign students by using differential fees. CAUT also stated that this decision flies in the face of all the rhetoric about developing international contacts and knowledge of foreign countries that politicians and civil servants have liked to use from time to time. The fee is also regressive as it applies to the poorest as well as the richest students and constitutes a tax on charities that help foreign students to come to Canada.

Close to one-third of those surveyed were enrolled in adult education programs — up from one-fifth four years ago.

OISE Survey of public attitudes to education in Ontario, 1990.

BUDGET 1991: BRITISH COLUMBIA
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 681.8	$ 695.1	$ 708.6	$ 722.4	$ 736.4
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 719.7	$ 764.1	$ 801.4	$ 839.0	$ 883.3
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 37.8	$ 69.0	$ 92.8	$ 116.6	$ 146.9

HARCOURTS
LIMITED
Since 1842
ACADEMIC ROBES
FACULTY AND OFFICIALS
CANADIAN, AMERICAN & FOREIGN UNIVERSITIES
26 DUNCAN ST., TORONTO, ONT. M5V 2B9
PHONE (416) 977-4408 FAX (416) 977-3856

From The Hill
De la Colline parlementaire

by Tim Stutt, CAUT Government Relations Officer

After being adjourned only three weeks earlier, the House of Commons reconvened on February 25th with one thing on its mind: money. The next day, Finance Minister Michael Wilson presented the federal government's 1991-92 budget to a chorus of both accolades and jeers. You can find out more about the budget's impact on the academic community by reading the front-page article and the Hansard Debates section of this *Bulletin*.

As journalists scrambled to interview our legislators on the budget, other less-publicized events which are also important for post-secondary education, and research and development, occurred behind the scenes. The following is an account of some of those events.

Family Violence Initiative

On February 20th Health and Welfare Minister Perrin Beatty announced a federal government strategy to contribute $136 million over the next four years to eliminate family violence.

The federal strategy will involve six elements to eliminate family violence: increasing public awareness about family violence and changing attitudes; strengthening the federal legal framework; providing prevention, protection and treatment services to Indians on-reserve; strengthening family violence intervention and treatment services; increasing the availability of housing for victims; and enhancing national information exchange and co-ordination.

These programs will be undertaken in co-operation with other levels of government, non-governmental organizations, professional associations, community groups and the private sector. Details of the specific activities to be undertaken under the new initiative will be announced by the individual ministers from the several federal government departments involved: Health and Welfare, Secretary of State, Indian and Northern Affairs, Justice, Solicitor General and Canada Mortgage and Housing Corporation.

More Limits on Spy Agency Rejected

On February 25th the federal government released a report which rejects virtually all 117 recommendations from a special House of Commons committee to put the Canadian Security and Intelligence Service (CSIS) under greater control by Parliament and an independent watchdog.

In releasing the report entitled *On Course*, Solicitor General Pierre Cadieux said "the government does not believe legislative changes are required at the present". Instead he pledged to deliver a statement each year on the "national security issues that face our country".

The special five-year review committee of CSIS, headed by Conservative MP Blaine Thacker, had proposed rewriting federal legislation governing the spy agency to tighten the legal definitions of espionage, sabotage and terrorism, and establish a MP sub-committee for CSIS review. In January 1990 CAUT presented a brief to the special committee which dealt with national security concerns as they related to Canadian university campuses.

Strategy Plans Released

During the month that preceded the federal budget, both the Social Sciences and Humanities Research Council (SSHRC) and the National Research Council (NRC) released strategic plans to focus their activities during the 1990s.

The SSHRC plan—*A Vision for the Future* —is a new five-year strategic plan intended to strengthen Canada's research capacity in the social sciences and the humanities. The plan outlines the council's three main priorities over the next five years: to increase investment training for the next generation of researchers; develop and promote research structures to enhance research quality, productivity and relevance; and ensure that research results are more widely disseminated so that they may be used to maximum benefit within all sectors of Canadian society.

The NRC plan, entitled *The Competitive Edge*, represents the first phase of a ten-year strategy to double the total R&D investment stimulated in Canada by its programs.

The plan emphasizes three strategic objectives: the preservation and strengthening of excellence in NRC laboratories; the collaboration with industry, universities, government and private institutions to increase the national investment in R&D and strengthen Canada's research capacities; and the concentration on areas of research that can raise the international competitiveness of Canadian industry.

These two plans follow on the heels of *Strategic Directions*, a strategy paper released by the Medical Research Council last December, and a Natural Sciences and Engineering Research Council strategy document entitled *Ten Years to 2000* which was also released last year.

New Reproductive Technologies

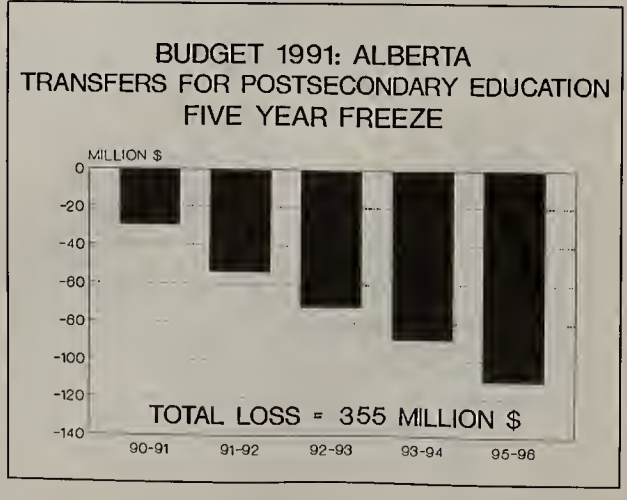
Due to the high level of interest in the question of new reproductive technologies, the Royal Commission considering this matter has decided to extend its deadline for written or tape-recorded submissions until April 30th, 1991.

Last fall the Royal Commission on New Reproductive Technologies held public hearings in 17 centres across Canada and heard from more than 550 people appearing before it. The Commission is examining questions such as: Who has access to these technologies? Should they be controlled? What kinds of guidelines should exist for their use? Are we interfering too much with nature?

To obtain more information contact the Royal Commission by ➤

BUDGET 1991: ALBERTA
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 537.7	$ 542.1	$ 546.5	$ 550.9	$ 555.4
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 567.6	$ 595.9	$ 618.1	$ 639.9	$ 666.1
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 29.8	$ 53.8	$ 71.6	$ 88.9	$ 110.8



writing to P.O. Box 1566, Station B, Ottawa, Ontario K1P 5R5. You may also telephone the Commission at (613) 954-9999.

Women in Engineering

The Canadian Committee on Women in Engineering has just completed its public hearings held across Canada and has set about to write its interim report.

Established by the Canadian Council of Professional Engineers in co-operation with CAUT and several other public and private-sector organizations, the Committee is studying the issues affecting working and learning environments for women in engineering. The interim report is due April 15th.

Senior members of the Canadian Council along with representatives of the Association of Consulting Engineers of Canada, the Canadian Manufacturers' Association and the Association of Universities and Colleges of Canada will be invited to review the recommendations. The final report is due to be released in the winter of 1992.

A national conference called "Women in Engineering: More than Just Numbers" will be held at the University of New Brunswick from May 21st to May 23rd. For more information contact Ms. Jeanne Inch, CCWE Conference Coordinator, Faculty of Engineering, UNB, P.O. Box 4400, Fredericton, N.B. E3B 5A3. The telephone number is (506) 453-4515.

CIDA Centres of Excellence

In April 1988, the Canadian International Development Agency (CIDA) announced the establishment of a "Centres of Excellence in International Development" programme. The program is intended to provide funding to Canadian universities who wish, in collaboration with other educational institutions, non-governmental organizations and the business community, to create a Centre of Excellence in their area of specialization in international development.

Thirty-eight proposals covering a wide array of sectors were reviewed by a panel chaired by Dr. Ceraldine Kenney-Wallace, former Chairman of the Science Council of Canada and now President and Vice Chancellor of McMaster University. The panel chose five of the proposals to share up to an annual total of $10 million in Centres of Excellence program funding over a five-year period.

The first two Centres of Excellence were established in 1989. One is the Canada Asia Partnership for Education and Research in Rural Community-based Development which has been set-up at the University of Calgary. The other is Montreal's Institut national de recherche scientifique – Urbanisation, which has created an international program of co-operation in urban development.

The other three Centres of Excellence were announced last November. They are the Centre for Human Settlements at the University of British Columbia, York University's Centre for Refugee Studies and the Queen's University Centre for the Development of Community Based Programs for the Physically Disabled.

To obtain more information concerning the "Centres of Excellence in International Development" program, contact Mr. Michel P. Archambault, Director General, Institutional Co-operation and Development Services Division, CIDA, 200 Promenade du Portage, Hull, Quebec K1A 0G4. Mr. Archambault's telephone number is (819) 997-5041.

Upcoming Legislative Business

At the time of writing this column (mid-March), Parliament is expected to adjourn on March 28th for the Easter recess. Rumours are flying about the Prime Minister deciding to prorogue the present parliamentary session so that the government could introduce a new Throne Speech to kick off a new session later this spring.

Should this occur, watch for hints in the Throne Speech about federal intentions to modify the Equalization Programme Funding Act so as to change the rules governing federal fiscal transfers to the provinces for post-secondary education and health. Also watch for further details concerning the federal government's Family Violence Initiative.

For more information on these or other legislative topics, contact Robert Léger or Tim Stutt (CAUT Government Relations Officers) by telephoning (613) 237-6885.

Amnesty International Prisoner of the Month

Numerous academics working in higher education have been detained without charge or trial in Sudan since a new military government seized power in June 1989. This is because active members of the now banned University Lecturers' Union were targeted for arrest. This union was one of the organisations which signed a memorandum submitted to the government on July 31, 1989 by trade unions and professional associations.

Dr. Faruk Kaduda

Dr. Faruk Kaduda is a prominent economist who, until his arrest on July 27, 1989, was head of the Economics Department at Ahlia University in Omdurman. He is in his early 50s, married with two daughters.

In 1959, while studying at Khartoum University, he was elected President of the Students Union. In the early 1960s, he was imprisoned by the military government of General Aboud because of his political activities. After his release, he went to study in Moscow and obtained a doctorate in economics. On his return to Sudan, he worked for the Ministry of National Development Planning. During the 1970s he was arrested again and detained for being a member of the Sudan Communist Party. In 1980, he joined Juba University, in the south of Sudan, as a senior lecturer in economics and two years later became Dean of the Faculty of Social and Economic Studies. However, he was later dismissed, apparently for political reasons.

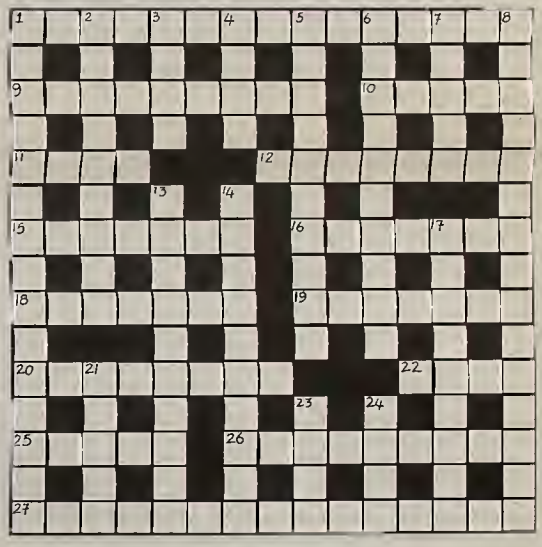
He was subsequently appointed head of the Economics Department at Ahlia University in Omdurman. He is known to have published many articles in Sudanese newspapers.

Dr. Faruk Kaduda has been in detention since July 27, 1989. He is not allowed access to lawyers or relatives. Under the state of emergency legislation, he cannot challenge the legal grounds for his arrest or appeal to any court or judicial review commission.

Please write courteous appeals for his immediate and unconditional release to:

Lieutenant-General Omar Hassan
Ahmad al-Bashir
People's Palace
P.O. Box 281
Khartoum
Sudan

To maximize pressure, CAUT is publishing this column each month jointly with the British Association of University Teachers.



Across

1. Limb in front of the gate gets out! (3,6,6)
9. A small sibling kept indoors is done away with. (9)
10. Shop with no charge has king bird. (5)
11. Fall vacation. (4)
12. After little jack (no queen) for the mail call. (4,4)
15. Depart in a time of ultimate scriptural interpretation. (7)
16. Top performer gets the bird – to make it go. (5,2)
18. Spouse's boy walks over. (4,3)
19. Hound like this to retain control. (2,5)
20. To make love in a french nest is lively. (8)
22. Fall dropout. (4)
25. Force devil on Chicago train. (5)
26. Musically held badly so to tunes. (9)
27. Rotten rings Maud made for gas warfare. (8,7)

Down

1. Foreign compound has item creating interest upon change. (4,11)
2. Seed from e'er mating. (9)
3. Advantage inside and outside. (4)
4. Are these cereals for feelings? (4)
5. So need don't (horrible!) justify the means. (3,4,3)
6. At home on a chair one can be impossible to placate. (10)
7. City near Tokyo. (5)
8. How beastly pairs were led onto fortune? (5,2,3,5)
13. "And come Egeus; – – – with me" (A Midsummer Night's Dream). (3,5,2)
14. Monstrous achievenient claimed by some highland visitors. (4,6)
17. Confused but a clear little beam. (9)
21. Modern Eskimo, not Indian, has quite expression of opinion. (5)
23. 3 plus 24, for example! (1,3)
24. The french ship operation clearly not involved in 23. (4)

Excerpts from Hansard

February 28, 1991

Mr. Howard McCurdy (Windsor — St. Clair): Mr. Speaker, my question is directed to the Minister of Finance. A moment ago, the Prime Minister was talking about the importance of the creation of wealth, yet every single person in the world seems to know, and the finance minister seems not to recognize, that the creation of wealth in any modern industrial state is dependent upon research and development, technology and a highly educated and training work force.

My question to the Minister of Finance, as he points in various directions over there, is when is he going to stop this empty-headed and catastrophic attack on research and development, on post-secondary education and on training? When is he going to realize that such attacks are directed towards the deindustrialization of Canada and its conversion to Third World country status, and that in fact it will lead to a yet higher deficit in the final analysis?

Hon. William C. Winegard (Minister for Science): Mr. Speaker, what will lead to the deindustrialization of Canada is the continued high interest rates that this country has to go through because of the deficit.

If you want to look at research and development, you will note —

Some hon. members: Oh, oh.

Mr. Winegard: I have lots of time, Mr. Harvey.

Science and technology has a very preferred position in this budget. It is one of the highest increases that there is in the budget, and that indicates that the Minister of Finance has been listening to me.

March 4, 1991

Mr. David Berger (Saint-Henri – Westmount): In the budget, the finance minister announced that the government will "launch a national effort to build a new partnership for prosperity". He said: "As a first step, the government will release a discussion paper in the spring to help focus public debate about the problems we face and to try to develop solutions".

Mr. Speaker, you will forgive me if I say that these words ring rather hollow. It is now seven years since the Prime Minister made his commitment to double Canada's R and D effort by the end of the first mandate. He made that commitment in a speech to the *Chambre de commerce* in Montreal in March 1984 when he was Leader of the Opposition.

...

As well, we remember the Prime Minister's words in his book, *Where I Stand*. He said: "Research and development and the resulting innovations are the lifeblood of a successful economy and country". The Prime Minister asserted that if the percentage of Gross Domestic Product allocated to research and development were increased by just 1 per cent, we would create in Canada one million jobs and $20 billion in additional sales of manufactured products.

...

Total support for Canada's research and development efforts have actually declined, and I want to highlight a number of examples. First, the Conservative government has reduced support for research and development in industry. For example, highly successful procurement programs have been cancelled and the National Research Council's Industrial Research Assistance Program has been starved for funds.

■ ■ ■

"It is now seven years since the Prime Minister made his commitment to double Canada's R and D effort by the end of the first mandate."

■ ■ ■

This is the same program which is perhaps the most highly touted government program. It was even recommended by the Nielsen report for its effectiveness. It has been starved for funds.

Second, the government has cut transfer payments for post-secondary education and reduced over-all funding for vocational training.

Third, the government has decimated Canada's premier research organization, the National Research Council, and cut funding for government based research on the environment and alternative energy.

Fourth, it has cut the staff of the Science Council of Canada by half.

Fifth, with respect to university research, the government established the Centres of Excellence Program but at the same time froze funding for the main sources of university research in Canada, the Federal Granting Council. It has ignored the recommendations of the Prime Minister's own blue ribbon committee, a committee which he chairs and announced with much fanfare several years ago.

He has ignored the recommendations of his own National Advisory Board on Science and Technology to double the funding to these granting councils.

Sixth, applied health care research is the last area to be cut by the Conservatives. This includes research into preventive health care, health promotion, disease prevention, workplace hazards and cancer prevention.

The government seems to have forgotten the old adage that an ounce of prevention is worth a pound of cure. They tell us that health care costs are rising too quickly. At the very same time, they cut funds for applied health care research and research into health promotion and preventive health care.

What is the bottom line of all these actions? It is the internationally recognized indicator of scientific activity that the Prime Minister referred to, namely the percentage of Gross Domestic Product allocated to research and development. Such spending in Canada has actually gone down since the government took office from close to 1.4 per cent of our Gross Domestic Product to 1.3 per cent of the Gross Domestic Product.

The Prime Minister seems to have forgotten what he said in his book, *Where I Stand*, that just a 1 per cent increase in research and development spending would create in Canada one million jobs and $20 billion in additional sales of manufactured products. That percentage of scientific activity has gone down by 1 per cent, not gone up, not doubled as the Prime Minister promised in his speech in March 1984. This is at the same time that our major competitors continue to invest twice as much as we do in comparative terms and are increasing their spending.

...

le 5 mars 1991

M. Ronald J. Duhamel (Saint-Boniface) : ...

Ce Budget affecte quoi, dans le domaine de l'éducation? Le gouvernement a sabré dans l'éducation une fois de plus, après avoir promis, en 1986, ne rien changer, c'est-à-dire couper de 2 pourcent. En 1989-90, il y a un autre pourcentage d'enlevé; en 1990-1991, c'est gelé. Maintenant, il y a l'extension du gel. Mais il y a des chiffres astronomiques dans tout cela.

Si on regarde 1986 jusqu'à 1995, on se rend compte qu'il y aura 33 milliards de dollars environ de moins pour la santé et l'éducation. Donc, environ un tiers de moins pour l'éducation, c'est-à-dire 11 milliards. C'est beaucoup d'argent, cela! C'est un énorme montant d'argent.

Maintenant, qu'est-ce qu'ils ont fait dans le domaine de la formation et du recyclage? Ils avaient promis des programmes hors pair. Mais qu'est-ce qu'ils nous ont donné? Dans les années précédentes, à peu près le même montant qu'ils avaient eu sans ajustement pour l'inflation. Mais cette année, on a coupé 100 millions de dollars.

Qu'est-ce qu'ils ont fait pour l'aide aux étudiants? Rien! Même si les critères n'ont pas été changés depuis 1984 et même si le coût de la vie a augmenté de façon extraordinaire, rien n'a été fait.

Et l'alphabétisme. On accorde 4,50 $ par étudiant par année pour les 5 à 7 millions de Canadiens et Canadiennes qui ont besoin de l'aide. On ne peut même pas acheter un *hamburger* et un verre de lait avec 4,50 $ aujourd'hui. Et la recherche et le développement? Vous n'êtes pas sans savoir que là aussi, ils ont mis un plafond. La recherche et le développement sont les outils qu'il nous faut, ce sont les outils les plus importants pour s'assurer qu'on soit à la fine pointe des choses, qu'on soit à la fine pointe dans le domaine économique, technologique, social, culturel et politique. Mai qu'est-ce qu'on fait? On met un plafond.

Quels sont les résultats de tout cela? Vous n'êtes pas sans savoir que la dette des étudiants est en train de s'accroître de façon absolument extraordinaire. J'ai ici — et je peux citer, mais je crois que mes collègues me croiront, sinon il me fera un grand plaisir de distribuer la citation — qu'il y a eu une augmentation de la dette de façon flagrante, une croissance substantielle pendant les dix dernières années. C'est-à-dire qu'il y a plus d'étudiants maintenant, si on prend une échelle de 0 $ à 5 000 $, 5 $ à 10 $, 10 $ à 15 $, 15 000 $ à 20 000 $, qui sont de 15 000 $ à 20 000 $ par année, qui ont cette dette, qu'il y en avait dans le passé. Alors, ces gens, qu'es-ce qu'ils font? Ils ont peur, ils se retirent et il y en a de moins en moins qui se rendront au postsecondaire et nous serons les perdants.

■ ■ ■

Si on regarde 1986 jusqu'à 1995, on se rend compte qu'il y aura 33 milliards de dollars environ de moins pour la santé et l'éducation.

■ ■ ■

Les frais d'inscription! Vous savez, monsieur le Président, il y a, dans certains provinces, 300 pourcent d'augmentation; dans d'autres provinces, c'est 200 pourcent et il n'est pas rare de trouver des augmentations de 100 pourcent de croissance dans le domaine des frais d'inscription. Qu'est-ce que cela va faire? Je vous assure que si on ajoute, par exemple, le plafond de 2 pourcent de croissance dans le domaine des emplois aux étudiants et si on se rend compte que les centres d'emplois des collèges et des universités seront fermés d'ici peu, si on se rend compte de l'impact de la TPS, du 3 pourcent qu'on a ajouté comme tarif administratif sur les prêts aux étudiants, il n'est pas étonnant que les étudiants et les étudiantes du Canada se sentent écrasés. Ils sont écrasés dans une période de développement de notre pays où on se rend compte que la ressource la plus importante, c'est non seulement les citoyens et citoyennes qu'on a à travers le pays, mais ce sont ces citoyens et citoyennes qui sont éduqués, qui ont une bonne éducation, qui sont vraiment impliqués à essayer de faire croître le pays de façon économique, sociale et culturelle. ➤

J'ai une citation en main, et je la trouve un peu embarassante car elle dit que la révolution conservatrice fait un grand bon en avant. Elle explique que tandis que le gouvernement continue de parler de la nécessité de rehausser notre capacité concurrentielle sur les marchés internationaux, compte tenu de la mondialisation des économies, il ne cesse de pressurer les collèges et les universités de notre pays. Nous sommes tous des gens qui croyons à l'importance de l'éducation, mais croire que l'instruction est importante ne suffit pas. Nous devons prendre les mesures pour que le secteur de l'éducation joue le rôle qu'il doit nécessairement jouer pour réaliser ce qu'on attend de lui.

M. Denis Pronovost (Saint-Maurice) : Monsieur le Président, j'ai écouté avec grande attention les éloquents propos de nom collègue, le député de Saint-Boniface, qui s'est exprimé très clairement. Je l'en félicite. Cependant, il y a un certain nombre de points qu'il a soulevés dans son allocution qui me laissent particulièrement songeur. Je sais qu'il est un grand spécialiste du domaine de l'éducation. Il a occupé des fonctions extrêmement importantes dans sa province. Cependant, j'ai quand même sourcillé à quelques reprises, monsieur le Président, lorsque le député de Saint-Boniface a fait globalement allusion à l'argent qui est dépensé à travers le Canada en matière d'éducation et en nous annonçant que nous aurions droit, dans quelques semaines, dans quelques mois, à l'apocalypse complète de la destruction de notre système d'éducation national dans les 10 provinces canadiennes et dans les deux territoires.

Il est vrai, monsieur le Président, que le gouvernement canadien n'a plus les ressources que nous souhaiterions tous investir dans le domaine de l'éducation, comme dans le milieu de la recherche et du développement. Toutefois, beaucoup de citoyens savent que l'argent ne règle pas tous les problèmes. Je regarde seulement chez moi. Dans ma ville de Shawinigan, on a un collège d'enseignement général et professionnel qui, cette année, a les meilleurs budgets qu'il n'a jamais eus dans son existence. Pourtant en termes concrets, monsieur le Président, lorsqu'on regarde ... Par exemple, c'était dans les journaux chez nous en fin de semaine dernière, on apprenait que 70 pourcent des étudiants du cégep de Shawinigan étaient incapables de réussir un test élémentaire en qualité de langue française. Pourtant, on dépense des fortunes dans cette institution d'enseignement.

J'ai cru comprendre, monsieur le Président, que le député de Saint-Boniface pense et croit fermement que plus nous injecterons d'argent dans le système de l'éducation, plus que nous injecterons d'argent dans le système de la santé au Canada, que nous allons régler nos problèmes de cette façon. Je ne suis pas de cet avis. Je pense que les provinces ont un rôle très grand et très important à jouer dans l'allocation des sommes qui leur sont disponibles en matière d'éducation.

Ma question est la suivante, à l'honorable député de Saint-Boniface : Croit-il vraiment que c'est en investissant des milliards de dollars supplémentaires, comme il le voudrait, dans la recherche et le développement, dans l'alphabétisme, du nouvel argent pour augmenter notre budget qui est déjà à 157 milliards de dollars annuellement, qu'on va régler les problèmes du Canada?

Ie 5 mars 1991

M. Howard McCurdy (Windsor — St. Clair) : Le budget, avec son orientation et sa façon de s'attaquer au déficit, est le reflet d'une mentalité, d'une mentalité de comptable, d'économiste, d'obsédé du résultat net...

Ce budget perpétue une ligne de conduite qui non seulement n'a pas permis d'obtenir les résultats promis par le premier ministre, mais qui a encore érodé davantage la capacité du Canada de se donner une économie axée sur les produits à valeur ajoutée, économie dont aura absolument besoin s'il veut demeurer concurrentiel.

■ ■ ■

Les réductions des exercices de 1990 et de 1991 enlèveront 3,8 milliards de dollars seulement aux universités

■ ■ ■

Qu'est-ce que cela signifie? Cela signifie notamment qu'il nous faut investir davantage dans la recherche et le développement. Nous avons besoin d'un plus grand nombre de scientifiques et d'ingénieurs ainsi que d'une main-d'oeuvre plus qualifiée. Nous devons pour cela améliorer l'enseignement postsecondaire, pas le détériorer. Nous devons parfaire et non pas diminuer la formation, et nous devons investir dans l'infrastructure.

Que s'est-il passé? Cela continue. En ce qui concerne la recherche et le développement, par exemple, le Conseil national de recherches va obtenir une augmentation d'environ 3 pourcent. Il est difficile de calculer avec précision; mais ce sera environ 3 pourcent. En fait, avant la publication du budget, le ministre des Finances a assuré au Conseil national de recherches qu'il pouvait compter sur une augmentation de fonds de 50 millions de dollars pour les cinq prochaines années.

Or, c'es le même CNR auquel le gouvernement actuel avait imposé des compressions budgétaires en 1985-1986. C'est le même CNR qui a vu ses effectifs scientifique réduits d'une certaine de personnes au cours de l'année dernière. C'est le CNR qui a soumis le printemps dernier un projet de plan quinquennal dans lequel il demandait 125 millions pour cinq ans uniquement pour le PARI, c'est-à-dire le Programme d'aide à la recherche industrielle. Voyez la comparaison. D'un côté 50 millions pour cinq ans, montant auquel s'applique la hausse de 3 pourcent prévue dans le budget. Et cela pour tout le CNR, contre les 125 millions demandés pour cinq ans pour le PARI, le programme de création d'emplois le plus efficace que le gouvernement finance à raison de 15 000 $ l'emploi.

Pourtant, le gouvernement n'a pas jugé bon de prendre l'argent qu'il consacre à la publicité pour la TPS et à toutes ces autres dépenses inutiles pour l'investir là où les véritables priorités le justifieraient.

De même, le Conseil de recherches en sciences naturelles et en génie, le CRSNG, qui est chargé de financer la recherche dans les universités, a reçu une hausse de 3,7 pourcent. Or, le Conseil consultatif national des sciences et de la technologie et le Comité de la Chambre de l'industrie, des sciences et de la technologie où, vous le savez peut-être, monsieur le Président, siègent deux députés ministériels, reconnaissent tous que le financement pour les conseils subventionnaires qui soutiennent la recherche fondamentale dans les universités devrait doubler en trois ans. Cette année, ils ont reçu une augmentation de 3,7 pourcent. Les répercussions de cette mesure sont très graves car, étant donné la façon dont ils dépenseront, il est vrai qu'un peu plus de chercheurs et d'étudiants diplômés recevront des subventions. Toutefois, ils en recevront tous moins.

Le Budget des dépenses s'accompagne d'un document décrivant l'incidence d'une telle attitude sur la recherche fondamentale dans les universités. Il y est établi que le matériel actuellement utilisé dans les laboratoires des universités est généralement en moins bon état qu'il l'était en 1981, quand le CRSNG avait d'abord présenté son rapport sur cette question.

Il est important d'avoir du matériel moderne, à la fois pour être plus concurrentiel, pour se tenir au premier rang de la recherche et pour former les étudiants diplômés. Dans le document du gouvernement, on lit clairement que ce gouvernement livre une attaque — une attaque contre la recherche et le développement dans ce pays — une attaque contre notre capacité de former des chercheurs et des ingénieurs.

De même, le financement du Conseil de recherches médicales a augmenté de 2,4 pourcent.

Dans le secteur de l'éducation, le Financement des programmes établis a été réduit en vertu du projet de loi C-96 ainsi que du présent budget, comme ce gouvernement l'a fait pratiquement depuis son élection. Les réductions des exercices de 1990 et de 1991 enlèveront 3,8 milliards de dollars seulement aux universités, ce qui correspond grossièrement à 1 000 $ pour chaque étudiant dans les collèges et les universités. Cela s'ajoute à la réduction globale de près de dix milliards de dollars dans le financement que verse le gouvernement fédéral aux universités. Les libéraux ont planifié cette réduction au début de la décennie et les conservateurs poursuivent dans le même esprit en ce début d'une nouvelle décennie.

...

M. Terry Clifford (London — Middlesex) : Monsieur le Président, je suis heureux de pouvoir répondre à la diatribe dans laquelle s'est lancé le député de Windsor. Il parle avec beaucoup de compassion, mais à mon avis, avec une piètre connaissance des faits et certainement une incompréhension la plus totale de ce que le gouvernement fait depuis 1984.

Il nous reproche aussi d'avoir une mentalité de comptable. Qu'y a-t-il de mal à cela? Pourquoi ne pas se préoccuper des résultats financiers? Pourquoi devrait-il y avoir un double emploi au niveau des services? À mon avis, ce que ce budget démontre clairement, c'est que nous devons trouver des solutions. Le message du budget du ministre des Finances à l'intention des provinces et des municipalités, c'est que nous ne pouvons plus nous permettre d'avoir des services qui font double ou triple emploi. Nous devons trouver les moyens de redonner du sens et de la cohérence à cette économie. Le premier ministre l'a évidemment reconnu puisqu'il a chargé le Conseil économique du Canada d'effectuer une étude sur toute la question.

Un autre point important concernait la recherche et le développement. Le gouvernement connaît bien la question, il sait qu'il nous manquera 30 000 ingénieurs d'ici la fin de la décennie, tout comme le député le sait sûrement d'ailleurs. Il y a une université dans sa ville, comme dans la mienne. En Ontario, L'Université Western a adopté le nouveau programme en sciences, en génie et en technologie et l'a intégré à son programme de 200 millions de dollars, qui servira à distribuer des bourses pour former des étudiants qui deviendront les nouveaux leaders dans ces secteurs.

Je crois que le député a oublié ce programme. Nous avons pris un engagement envers la recherche et le développement. Le secteur privé devrait saisir qu'il lui faudra contribuer davantage, aussi bien en ce qui concerne les finances que la formation.

M. McCurdy : Monsieur le Président, comme le député a qualifié mon intervention de tirade, j'en ai déduit qu'il n'approuvait pas ce que j'ai dit. Puis il a prouvé qu'il n'y avait rien compris.

...

Si le député estime que le gouvernement a grandement contribué aux activités de recherche et de développement, c'est donc qu'il ne sait pas de quoi il parle. Le niveau des dépenses de recherche et de développement n'a pas augmenté d'un sou depuis 1984. Le fait est que le secteur privé a accru sa participation alors que le gouvernement

suite à la page 14

Hansard *suite de la page 13*

réduisait la sienne. Ce que ce dernier a apporté de neuf se résume à une somme dérisoire qui n'arrive même pas à compenser l'inflation, loin de là.

Le gouvernement a aussi fait constamment preuve d'un manque d'autorité flagrant en ce qui concerne l'enseignement postsecondaire de 1984 à 1991, et le député n'a pas à me croire sur parole. Qu'il lise le rapport du Conseil consultatif national de science et de la technologie! Qu'il lise le rapport produit par une majorité des membres ministériels du Comité de l'industrie, des sciences et de la technologie! Qu'il écoute tous les ministres provinciaux de l'Éducation! Qu'il écoute ce qu'ont à dire les organisations industrielles! Qu'il écoute ce qui ressort de la tribune scientifique que le gouvernement lui-même a mis sur pied.

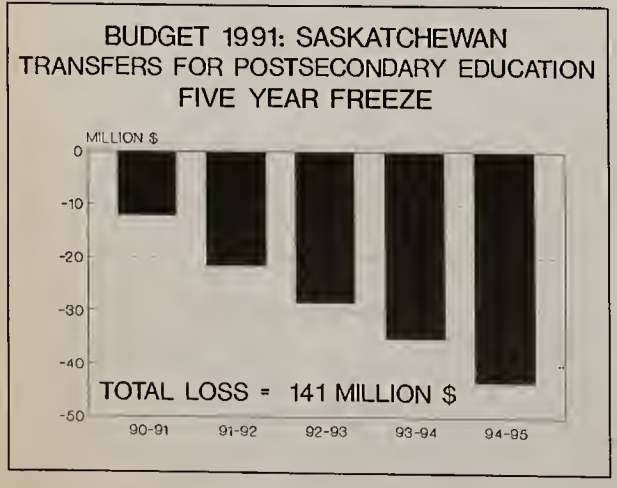
Mme Diane Marleau (Sudbury) : Monsieur le Président, je souscris à une bonne partie des observations formulées par mon collègue, le député de Windsor — Sainte-Claire.

L'un des autres problèmes, et je voudrais vous demander votre position à ce sujet, c'est que dans le cadre des compressions dans le Financement des programmes établis, nous constatons que le gouvernement dit vouloir présenter des mesures législatives, afin de pénaliser les provinces qui ne respectent pas les normes ou l'universalité du régime de soins de santé. Ce que les conservateurs oublient, c'est que si les provinces continuent de consacrer les mêmes crédits à la santé, elles devront alors sabrer dans l'éducation. Là encore, qui va être le plus durement frappé? C'est notre pays, notre économie et notre avenir, car nous n'investirons pas dans notre génération future.

Je voudrais connaître votre position à ce stade-ci.

BUDGET 1991: SASKATCHEWAN
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 217.8	$ 217.7	$ 217.6	$ 217.5	$ 217.4
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 229.9	$ 239.3	$ 246.1	$ 252.6	$ 260.7
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 12.1	$ 21.6	$ 28.5	$ 35.1	$ 43.4



Royal Society Report Calls for Funding Increases in Social Sciences and Humanities Research

by Robert Matheson

In February, the University Research Committee of the Royal Society of Canada released its latest report entitled "Realizing the Potential: A Strategy for University Research In Canada".

The report contains 23 recommendations to government and universities, some relating to the basic structure of the research enterprise and others calling for significant increases in Canada's financial commitment to university research.

A key element of this year's report is the recommendation that funding be increased for the social sciences and humanities. In the past these fields have been ignored despite the fact that the natural sciences, engineering and medicine (fields that have traditionally received funding increases) were, and still are, finding it difficult to keep pace in these fast moving, increasingly expensive times.

The second important recommendation the report makes is for an increase in the budgets of the three federal granting councils. Over a period of five years, this increase would amount to an 83 percent increase over present levels. The granting councils' present budget of $794 million would thus be $663 million larger once the national networks of Centres of Excellence are included at $60 million per year.

Though substantial, the increase recommended by the Royal Society is less than the doubling of council budgets recommended in the 1987 report of the University Research Committee of the National Advisory Board on Science and Technology.

This recommendation was reaffirmed in December 1990 by the House of Commons Standing Committee on Industry, Science and Technology, Regional and Northern Development, in a report entitled "Canada Must Compete".

An increase of anything less, says the Royal Society report, will seriously endanger the capacity for high-quality research which has built up over the past four decades.

The University Research Committee of the Royal Society of Canada is made up of Chairman Dr. Peter Larkin of the University of British Columbia, supported by Dr. Arthur Bourns from McMaster University and Dr. Cuy Rocher from the Université de Montréal as joint vice-chairs. Nine others, distinguished in research and scholarship and representing all academic sectors and the business community were selected from across the country.

Information in the report was gathered through the review of existing literature on Canadian research policies, and through meetings and hearings with researchers, university administrators, and government and business decision makers. A committee consensus was then required to determine the main issues and the appropriate responses to them.

Copies of the report are available through: The Royal Society of Canada, 207 Queen St., 3rd Floor, P.O. Box 9734 Ottawa, Ontario, K1C 5J4, or call (613) 992-3468 for further information.

"... universities have a primary role in ensuring that Canada will have adequate new human resources for performing the research that will be required and that the coming generations will be well educated, culturally sensitive, socially and politically mature, technologically sophisticated..."

"Progress (in all areas that determine research and scholarship) seems to us nothing less than a matter of national urgency."

"... the changes recommended in this report — directed as they are towards the creation and enhancement of the kind of national research strategy that is essential to social, cultural and economic development — constitute the bare bones of a national strategy that will make such a contribution possible."

"For Canada, as for other advanced societies, the universities represent the best available means for preparing for both the dangers and the promises of the years ahead. Their potential must be realized."

Sixty percent of those surveyed think the general public has too little say in how schools are run; ten years ago only half held this view.

OISE Survey of public attitudes to education in Ontario, 1990.

Collective Bargaining Co-op
Coop. de négociation collective

Lawyers' Conference — March 8-10, 1991

by Hélène Bibeault, Professional Officer, Collective Bargaining Co-operative

Thirty-five lawyers and senior grievance officers attended the Co-op Lawyers' Conference, held this year in Toronto. The conference is a biannual event, and this year it was opened not only to lawyers acting on behalf of faculty associations in the university, but also to senior grievance officers acting in the same area. Prof. Michael Kubara of the University of Lethbridge organized this years meeting.

Participants exchanged information and experience on a wide range of topics including academic fraud, drug and alcohol abuse, defence of academic freedom, racial harassment, sexual harassment and penalties, trends in Québec, and problems of confidentiality. Both francophones and anglophones representing universities were present at the conference.

The Co-operative wishes to thank the following speakers: Jim Telford (Telcan Management Consultants Inc.), Jeffrey Sack and Ethan Poskanzer (Sack, Coldblatt, Mitchell), Mel Myers (Myers, Weinberg, Kussin, Weistein, Bryk), René Martel (Laurin, Laplante, Martel et associés), and Jack J. Harris (Williams, Harris, Roebothan, McKay). Other participants included Richard McManus from FAPUQ, Alan Andrews, Chair of CAUT's Academic Freedom and Tenure Committee, Donald C. Savage CAUT Executive Director, Mariette Blanchette and Howard Snow, professional officers of CAUT, and Hélène Bibeault and Maureen Kilgour, professional officers of the Collective Bargaining Co-operative.

The good mix of lawyers and experienced grievance officers, and the excellent choice of topics made for a well received conference. In the near future, the Co-op will produce a list of every case and arbitration cited. It will be made available to all faculty associations upon request. Networking and sharing of information are an important part of the Co-op's work and we will continue our efforts through such events.

Colloque des avocats — du 8 au 10 mars 1991

par Hélène Bibeault, agente de négociation collective de la Coopérative de négociation collective

Le colloque des avocats, tenu cette année à Toronto, a accueill 35 avocats et agents de griefs expérimentés. Le colloque a lieu aux deux ans. Cette année, outre les avocats oeuvrant pour les associations de professeurs d'université, les agents de grief d'expérience, travaillant dans le même domaine, pouvaient y assister. M. Michael Kubara, de l'Université Lethbridge, était responsable de l'organisation du colloque.

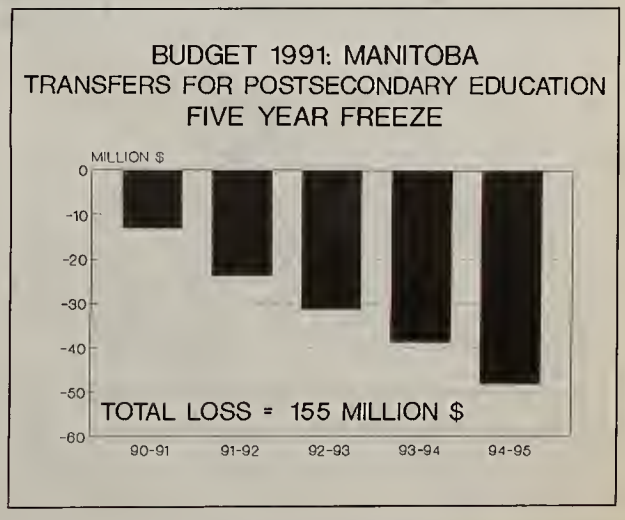
Les délégués ont échangé de l'information et ont partagé leur expérience sur une gamme de sujets, notamment la fraude universitaire, l'alcoolisme et la toxicomanie, la défense de la liberté universitaire, le harcèlement racial, le harcèlement sexuel et les sanctions, les tendances au Québec et les problèmes de confidentialité. Des universitaires francophones et anglophones étaient présents.

La Coopérative remercie les conférenciers suivants: Jim Telford (Telcan Management Consultants Inc.) Jeffrey Sack et Ethan Poskanzer (Sack, Coldblatt, Mitchell), Mel Myers (Myers, Weinberg, Kussin, Weistein, Bryk), René Martel (Laurin, Laplante, Martel et associés) et Jack J. Harris (Williams, Harris, Roebothan, McKay). Parmi les autres participants, nommons Richard McManus de la FAPUQ, Alan Andrews, président du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU, Donald C. Savage, directeur général de l'ACPU, Mariette Blanchette et Howard Snow, membres du personnel professionnel de l'ACPU, ainsi que les deux agentes de négociation collective de la Coopérative, Maureen Kilgour et Hélène Bibeault.

Le colloque a été accueilli avec satisfaction grâce à un bon mélange d'avocats et d'agents de griefs d'expérience et à l'excellent choix de sujets. Très bientôt, la Coopérative produira une liste des causes et des arbitrages cités. Les associations de professeurs pourront l'obtenir sur demande. La création de réseaux et le partage de renseignements constituent une part importante du travail de la Coopérative. Nous poursuivrons notre travail au moyen de ces activités.

BUDGET 1991: MANITOBA
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 237.3	$ 238.4	$ 239.5	$ 240.6	$ 241.7
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 250.5	$ 262.1	$ 270.9	$ 279.4	$ 289.9
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 13.2	$ 23.7	$ 31.4	$ 38.8	$ 48.2



Academic Freedom and Tenure Committee
Liberté universitaire et permanence

The Mandatory Retirement Decision: A Closer Look

Last December's Supreme Court decision on mandatory retirement was a major disappointment for the academic community. A closer reading of both decisions — the majority and minority — is enlightening and reveals a number of puzzling contradictions.

The Court ruled that mandatory retirement was age-based discrimination and contrary to Section 15 of the Charter. However, in a split decision, the Court also found that it was justified as a reasonable limit under Section 1, and also, in a further split decision, that the Charter did not apply to universities as employers.

Academic Freedom Defended

One crumb of comfort in the majority decision was its ringing endorsement of academic freedom: "The preservation of academic freedom is a matter of pressing and substantial importance; ... academic freedom and excellence is [*sic*] necessary to our continuance as a lively democracy."

For Madame Justice Bertha Wilson, the majority claim that the Charter of Rights and Freedoms was not applicable to universities, was a contradiction. In her dissent she stated: "The concept of a government purely restrictive of the people's freedom is not valid in Canada. Government has also played a beneficent role. Freedom is not co-extensive with the absence of government; rather freedom has often required the intervention of government against private action".

In determining the applicability of the Charter to universities, the majority did not advance the proposition that academic freedom is a pressing and substantial matter of public interest. Rather, it did so in the context of seeking to determine whether mandatory retirement was a "reasonable limit" under Section 1. Having found that compulsory retirement was indeed a violation of Section 15, which specifies age as a prohibited group of discrimination, the question remained whether it was a permitted limit under Section 1.

Academic Freedom ... the culprit?

What might justify the limit? Astonishingly, the majority seems to have decided that academic freedom does. Notwithstanding the evidence that there is no precipitated decline in intellectual ability and democratic vitality at age 65, and that chaos does not ensue where mandatory retirement has been abolished, the majority opinion simply asserts that mandatory retirement permits "long-term planning" and "a continuing, and necessary, infusion of new people".

Again though, there appears to be a contradiction in the justices' thinking. They avoid saying that new people necessarily bring new ideas, and when they laud universities as "centres of excellence on the cutting edge of new discoveries and ideas," they say it is tenure that ensures that this is so.

From a practical point of view, it is, of course, unfortunate that the Court has decided the issues as it has. The diversity of legislation within Canada respecting retirement was itself a source of difficulty, and will now continue to be so at least for a while. (This is compounded by the impending abolition of mandatory retirement in the United States, where discrimination before age 70 is already illegal.) The struggle to achieve a nationally equitable situation will have to be carried on by provincial associations and individual locals in those parts of the country where mandatory retirement continues to be practised.

New Brunswick Faculty Association

The Federation of New Brunswick Faculty Associations (FNBFA) was quick to take up the challenge, having been given the opportunity to do so. Earlier this year, a committee of the New Brunswick legislature was considering a report proposing major revisions to the New Brunswick Human Rights Code. The Report, entitled "Towards a World Family", proposed broadening rights protection in New Brunswick similar in extent to the Manitoba code. Manitoba has, for years, prohibited mandatory retirement without any of the difficulties supposed by the Supreme Court majority.

It has been widely assumed that the New Brunswick code is already clear with respect to mandatory retirement. Indeed the Supreme Court took the position that New Brunswick shared with Quebec and Manitoba the distinction of having abolished it. However, the position is not sufficiently explicit. While there is no upper age-limit for protection against discrimination, as there is for example in the Ontario code, the New Brunswick code does permit exemptions to its prohibition through age-discriminatory provisions. Thus, FNBFA has urged the legislative committee to make the code quite precise so that age-based discrimination is completely proscribed. ➤

Gros plan sur la décision concernant la retraite obligatoire

C'est avec une grande déception que le monde de l'enseignement a accueilli la décision sur la retraite obligatoire rendue par la Cour suprême en décembre dernier. Une lecture plus attentive des deux points de vue — celui de la majorité et celui de la minorité — fait le point sur de nombreux éléments et met en lumière d'inexplicables contradictions.

Dans son jugement, la Cour suprême a indiqué que la retraite obligatoire était source de discrimination fondée sur l'âge et qu'elle allait à l'encontre de l'article 15 de la *Charte canadienne des droits et libertés*. Cependant, dans une première décision partagée, la Cour a également indiqué que la retraite obligatoire pouvait être considérée comme une limite raisonnable en vertu de l'article 1 et, dans une seconde décision partagée, elle a décidé que la Charte ne s'appliquait pas aux universités en tant qu'employeurs.

À la défense de la liberté universitaire

L'appui percutant qu'apporte la décision de la majorité à la liberté universitaire offre toutefois un peu de réconfort. On y établit en effet que «la protection de la liberté universitaire est également un objectif dont l'importance est urgente et réelle;(...) la liberté universitaire et l'excellence sont essentielles à la vitalité de notre démocratie».

M^me^ Bertha Wilson, juge, voit une contradiction dans la position de la majorité, selon laquelle la *Charte canadienne des droits et libertés* ne s'applique pas aux universités. A ses yeux, «la notion selon laquelle le gouvernement ne fait que restreindre la liberté des gens n'est pas valide au Canada. Le gouvernement a également joué un rôle salutaire. La liberté ne correspond pas à l'absence d'intervention gouvernementale; au contraire, elle requiert souvent l'intervention et la protection du gouvernement contre l'action privée.»

Au moment de décider si la Charte s'appliquait ou non aux universités, la majorité des juges n'a pas suggéré que la liberté universitaire était une question d'intérêt public urgente et importante. Elle a plutôt cherché à le faire en déterminant si la retraite obligatoire constituait, en vertu de l'article 1, une «limite raisonnable». Après avoir constaté que la retraite

suite à la page 17

In its brief, FNBFA commented on the Supreme Court decision arguing that mandatory retirement was especially discriminatory towards women, and that the Supreme Court has deferentially abandoned the field to the legislatures.

Where We Go From Here ...

Whatever one thinks of the Supreme Court's reasoning, it is clear that the campaign to abolish mandatory retirement will now have to be pursued in arenas other than the courts. It should become a high priority for provincial lobbying. In conjunction with these efforts, local associations should also ensure that, where they have not already secured unlimited protection against age-based discrimination for their members, the abolition of mandatory retirement is treated as a matter of urgency in local negotiations.

CAUT might institute a regular "Mandatory Retirement Watch" in the *Bulletin*, listing those universities and colleges which have not yet abolished mandatory retirement. After all, as abolition spreads, persons contemplating employment may need this information just as much as they need to know that an institution is under CAUT censure.

In seeking the prohibition of age-based discrimination, associations can benefit from the substantial experience of CAUT in the prosecution of the Supreme Court case. To obtain a copy of the excellent FNBFA brief write: The Federation of New Brunswick Faculty Associations, 202-65 Brunswick Street, Fredericton, N.B., E3B 1G5.

Curbing CSIS: Cold-War Thinking Prevails

Editor's Note: This editorial appeared in the February 27, 1991 edition of the ***Ottawa Citizen.*** *CAUT has long supported moves, like those described here, to curb the power and reach of Canada's Security and Intelligence Review Service. The Tory government's keen defence of CSIS bodes ill for the future.*

The rights and freedoms of individual citizens tend to decrease in direct proportion to the size, scope and secrecy of the so-called intelligence agencies.

This lesson has been frequently underscored recently as evidence from the paranoid Cold-War period has come to light through freedom-of-information and journalistic digging. Unfortunately it seems to be lost on Solicitor General Pierre Cadieux.

This week Cadieux rejected 117 thoughtful proposals to curb the powers of the Canadian Security Intelligence Service and to lift the veil of secrecy that cloaks it.

After studying the civilian intelligence-gathering agency's powers and operations for a year, an all-party committee of MPs concluded that the government should tighten the legal definitions of espionage, sabotage and terrorism.

Cadieux rejected this sensible proposal out of hand. He also dismissed the MPs' suggestion that the five-member Security Intelligence Review Committee (SIRC), an independent watchdog over CSIS, be given increased powers.

According to the 1984 act that created CSIS, the SIRC was supposed to report to Parliament, through the solicitor general, on abuses by the intelligence service.

In fact, the solicitor general's department has been sitting on reports from SIRC or, worse, misrepresenting them to members of Parliament. And SIRC insists it can't release information to MPs without clearance from the solicitor general.

Cadieux's rationale for allowing CSIS to continue operating in ultra-secrecy was arrogantly oblique: "We believe the system, as it was created in 1984, has worked".

How about the revelation that the solicitor general's department misled the public a year ago, when it announced that it had found "no evidence of any misconduct" by CSIS employees involved in investigating possible extremists in native groups? When SIRC's annual report was released on schedule several months later, it noted that it had advised the Minister of a breach of regulations.

The idea that our security forces must be allowed to operate in total secrecy and to bend the rules with impunity because "competing" security services employ those tactics is nonsensical. It is as dangerous as the notion that patriotism can be equated with nationalism or loyalty to the sitting government.

Forty-nine percent of Ontarians are willing to pay higher taxes to fund post-secondary education.

OISE Survey of public attitudes to education in Ontario, 1990.

Retraite *suite de la page 16*

obligatoire allait à l'encontre de l'article 15, article où l'on stipule que l'âge est discriminatoire, il fallait déterminer si l'âge était une limite permise en vertu de l'article 1.

La liberté universitaire... coupable?

Au grand étonnement, la majorité semble avoir décidé que la liberté universitaire pouvait justifier la limite permise. Bien qu'il soit prouvé que les capacités intellectuelles et la vitalité démocratique ne s'affaiblissent pas brusquement à l'âge de 65 ans et que l'abolition de la retraite obligatoire dans certaines universités n'ait causé aucun remue-ménage, la majorité soutient simplement que la retraite obligatoire assure une planification à long terme et un renouvellement continu et nécessaire du personnel.

Encore un fois, le raisonnement des juges semble contradictoire. Ils évitent de dire que les nouveaux professeurs amènent dans leur sillage de nouvelles idées, et lorsqu'ils vantent le rôle de «centres d'excellence à la fine pointe des découvertes et des nouvelles idées» que joue les universités, ils affirment que c'est grâce à la permanence.

D'un point de vue pratique, il est bien malheureux que la Cour ait pris de telles décisions. Les diverses lois canadiennes sur la retraite, qui constituaient déjà une source de problèmes en soi, continueront de l'être pendant un certain temps. (L'abolition imminente de la retraite obligatoire aux États-Unis, où la discrimination est déjà illégale avant l'âge de 70 ans, aggrave cette situation.) Les associations provinciales et le personnel des établissements dans les provinces où la retraite est encore obligatoire devront lutter afin d'assurer une situation équitable sur le plan national.

La Fédération des professeurs d'université du Nouveau-Brunswick

La Fédération des associations de professeurs des universités du Nouveau-Brunswick (FAPUNB) a rapidement relevé le défi lorsqu'on lui en a donné la chance. Un peu plus tôt cette année, un comité législatif du Nouveau-Brunswick étudiait un rapport proposant des modifications importantes au *Code des droits de la personne* du Nouveau-Brunswick. Le rapport, intitulé Towards a *World Family*, proposait d'étendre la protection des droits au Nouveau-Brunswick en s'inspirant du code manitobain. Depuis plusieurs années, le Manitoba interdit la retraite obligatoire, sans jamais être aux prises avec les difficultés redoutées par la majorité des juges de la Cour suprême.

De l'avis général, le code du Nouveau-Brunswick est déjà précis en ce qui concerne la retraite obligatoire. En effet, la Cour suprême a indiqué que le Nouveau-Brunswick, le Québec et le Manitoba se partageaient les honneurs en ce qui concerne l'abolition de la retraite obligatoire. Cependant, cette position n'est pas suffisamment explicite. Bien qu'il n'impute pas d'âge maximum à la discrimination, comme c'est le cas dans le code de l'Ontario, le code du Nouveau-Brunswick renferme des clauses sur la discrimination fondée sur l'âge qui permettent des exceptions. Ainsi, la FAPUNB a exhorté le comité législatif à rendre le code plus précis afin de proscrire complètement la discrimination fondée sur l'âge.

Dans son mémoire, la FAPUNB commentait la décision prise par la Cour suprême en indiquant que la retraite obligatoire s'avérait particulièrement discriminatoire à l'égard des femmes et que la Cour suprême avait solennellement confié la question aux assemblées législatives.

Quelle orientation doit-on maintenant prendre?

Quoi que nous pensions du raisonnement de la Cour suprême, il est évident que la campagne visant à abolir la retraite obligatoire devra être poursuivie ailleurs que devant les tribunaux. Les provinces devraient exercer des pressions en ce sens et accorder à la question une grande priorité. Dans un même temps, les associations locales devraient s'assurer que, si leurs membres ne bénéficient pas déjà d'une protection illimitée contre la discrimination fondée sur l'âge, l'abolition de la retraite obligatoire soit abordée en priorité dans les négociations locales.

L'ACPU pourrait publier régulièrement dans le *Bulletin* un article faisant le point sur la retraite obligatoire et y énumérer les universités et collèges qui ne l'ont pas encore aboli. Après tout, les gens postulant pour un poste pourraient bien avoir besoin de cette information tout comme ils ont besoin de savoir si un établissement est critiqué par l'ACPU.

En se prononçant contre la discrimination fondée sur l'âge, les associations peuvent bénéficier de la vaste expérience acquise par l'ACPU en contestant la décision de la Cour suprême. On peut commander un exemplaire de l'excellent mémoire de la FAPUNB en écrivant à : La Fédération des associations de professeurs d'universté du Nouveau-Brunswick, 65, rue Brunswick, pièce 202, Fredericton (Nouveau-Brunswick) E3B 1G5.

Provincial Roundup
Sur la scène provinciale

by J. Mark Langdon (a Ph.D. candidate and instructor in the Department of Political Studies at Queen's University, Kingston, Ontario)

Three provinces recently announced their budgetary intentions with respect to higher education. In the wake of federal transfer freezes and the current sluggish economic climate, the provinces are facing difficult choices in the funding of health, welfare and education.

Ontario

On February 11th, Ontario's Minister of Colleges and Universities, Richard Allen, announced that operating grants for the province's institutions would climb by 7.3% to $2.7 billion. The increase of $132.7 million to universities and $56.7 million to colleges reflected allowances for enrolment and inflation, and brought total provincial funding to $1.7 billion for universities and $828 million for colleges. With additional funding for affirmative action the actual increase was closer to 8%.

However, Dr. Allen received a tough introduction to the realities of provincial governance when about 75 students from Carleton University and the University of Ottawa hurled macaroni at him to protest the government's decision to increase tuition fees by 8%. This increase stood in contrast to the N.D.P.'s 1990 election promise to freeze fees.

Dr. Allen defended the decision, noting that loans and grants through the Ontario Student Assistance Program would be made more available. He added that a tuition freeze would have the effect of withdrawing $36 million from university budgets and would probably cause "a serious reduction in the quality of instruction".

■ ■ ■

...the most "destructive element" of the tuition increase is that it ensures universities will remain "class-based institutions".

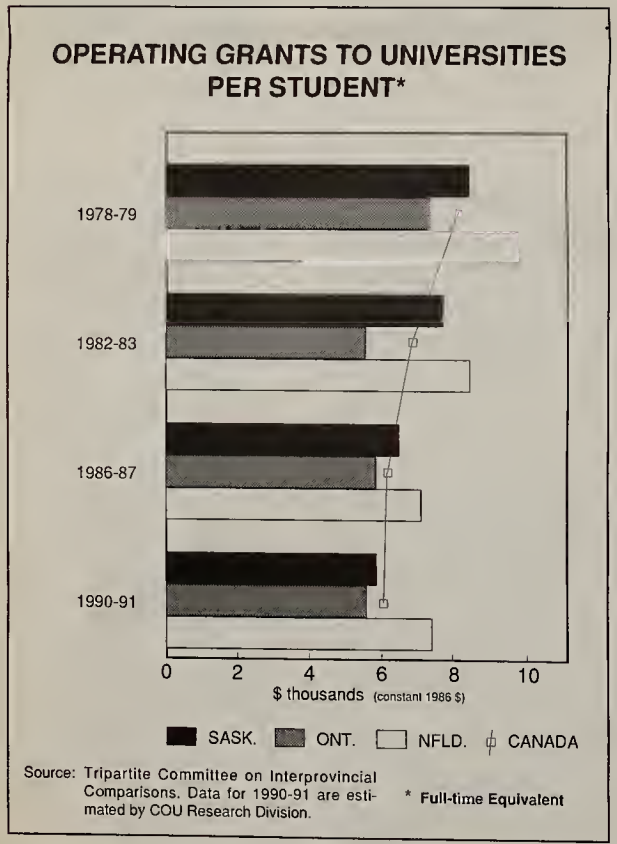
■ ■ ■

On March 3rd, at the N.D.P.'s first post-election convention, Tim Jackson, Chairperson of the Ontario Federation of Students, confronted Premier Bob Rae about the fee increase. Mr. Rae stated that the change was justified as tuition currently represents about 18% of university funding, compared to 25% when he went to university.

Bill Graham, President of Ontario Confederation of Univerty Faculty Associations (OCUFA), described the 7.3% increase as "shortsighted, in view of the percentage increases they've given to municipalities (around 10%) and to hospitals and health care ...". He also said that the N.D.P.'s tuition fee increase demonstrated "a real lack of commitment to their own party policy". Dr. Graham said that the most "destructive element" of the tuition increase is that it ensures universities will remain "class-based institutions". He added that he is disappointed that the government "doesn't seem to see the connection" between solving societal inequities and the role of post-secondary education. Overall, he concluded that "you can't tell the difference between this government and the past Liberal government as far as funding goes".

Newfoundland

On March 7th, the Newfoundland government produced a tough, ➤



Trois provinces viennent d'annoncer leur couleurs en ce qui concerne le budget consacré à l'enseignement supérieur. Dans la foulée du gel des paiements de transfert fédéraux et du ralentissement économique actuel, les provinces sont devant des choix difficiles quant au financement des secteurs de la santé, du bien-être social et de l'éducation.

Ontario

Le 11 février, le ministre des Collèges et Universités de l'Ontario, Richard Allen, a annoncé une hausse de 7,3 p. 100 des subventions de fonctionnement des établissements d'enseignement pour les porter à 2,7 milliards de dollars. La hausse de 132,7 millions de dollars aux universités et de 56,7 milliards aux collèges tient compte de l'augmentation des inscriptions et du taux d'inflation. Le budget total s'élève donc à 1,7 milliards de dollars pour les universités et à 828 millions de dollars pour les collèges. Si l'on y ajoute des crédits supplémentaires pour l'action positive, la hausse réelle se rapproche plus de 8 p. 100.

Toutefois, M. Allen a été brusquement ramené à la réalité de l'administration provinciale lorsque 75 étudiants environ de l'Université Carleton et de l'Université d'Ottawa lui ont lancé des macaroni pour protester contre la décision du gouvernement d'augmenter les frais de scolarité de 8 p. 100. Cette décision contredit la promesse que le NPD a faite pendant la campagne électorale de 1990 de geler les frais de scolarité.

M. Allen a défendu la décision en faisant remarquer qu'il sera plus facile d'obtenir des bourses et des prêts en vertu du Régime d'aide financière aux étudiants de l'Ontario. Il a ajouté qu'un gel des frais de scolarité soustrairait 36 millions de dollars du budget des universités et risquerait de réduire sérieusement la qualité de l'enseignement.

Le 3 mars, lors du premier congrès du NPD depuis les élections, Tim Jackson, président de la Fédération des étudiant(e)s de l'Ontario, a affronté le premier ministre, M. Bob Rae, au sujet de la hausse des frais de scolarité. M. Rae a soutenu que cette mesure était justifiée car les frais de scolarité représentent actuellement environ 18 p. 100 du financement universitaire contre 25 p. 100 lorsqu'il fréquentait l'université.

Le président de l'UAPUO, Bill Grahams, a déclaré que la hausse de 7,3 p. 100 manquait de vision par rapport aux hausses accordées aux municipalités (près de 10 p. 100) ainsi qu'aux hôpitaux et aux soins de santé.

suite à la page 20

belt-tightening budget in which Finance Minister Hubert Kitchen eliminated 2,600 public-sector jobs, closed 360 hospital beds and froze education and welfare spending. Mr. Kitchen said that the moves were necessary to offset the federal government's $180 million reduction in transfer payments in the last year, to reduce the province's projected $200 million deficit to $53.8 million and to preserve the province's A-credit rating.

Memorial University and student assistance were not quite as severely affected as were some other areas. In a prepared statement, Minister of Education, Dr. Phil Warren, noted that funding for student aid will increase to $20.7 million from $17.4 million. While global funding for colleges and institutes was frozen, Memorial University received a $5.5 million increase in its operating grant over the 1990-91 level. Additionally, $4 million will be provided to purchase equipment and $4 million provided for capital construction. Tuition fees, however, will rise by 15% in the coming year.

Dr. Warren admitted that the increase in operating grants falls short of the University's projected funding requirements. He stated that the University "will have to implement a series of restraint initiatives in this fiscal year" in order to "equalize the impact of restraint over the entire post-secondary system". He added that it will be up to the University to determine the increase in tuition fees for the 1991-92 year. Dr Warren said: "Students cannot expect tuition fees to remain low relative to other Canadian universities and colleges without also accepting that a reduction in expenditures is necessary".

Overall, the 1991-92 budget for Memorial University increased by 0.1%, compared with the 1990-91 "revised" budget. In addition to stated funding levels, some other benefits that the University received, such as electrical subsidies to three colleges, are being phased out. In comparison with the budgetary freeze for Memorial University, Newfoundland's colleges and institutes received a reduction in their budgets of almost 1%.

"Students cannot expect tuition fees to remain low relative to other Canadian universities and colleges without also accepting that a reduction in expenditures is necessary."

As part of the budget, public sector wages, which include the wages of Memorial University employees, will be frozen. The University believes that this move will recoup about $5 million of the $7 to $8 million operating grant shortfall. Approximately 100 layoffs, concentrated almost entirely among support staff, will take place. A small number of those laid off may find jobs elsewhere at Memorial as, in recent weeks, the University has not filled some vacant positions in anticipation of the budgetary announcement. A few faculty members will not have their contracts renewed.

Those holding part time or sessional teaching positions are most affected by the budget. The University's "Extra" Teaching Budget, which currently is about $3.5 million, will be cut by roughly one million dollars. Dr. John Evans, President of Memorial University of Newfoundland Faculty Association (MUNFA), said that the net impact of this cut is that as many as 300 classes will not be taught and professors will face larger teaching loads. A committee to study this issue is being established. Additionally, the University's extension service is being dropped.

Dr. Evans noted: "We can now see the effects of the federal budget, where poorer provinces will not be able to afford the same quality of education in their universities. There will be bigger classes and less academic support".

Opposition leader Thomas Rideout called the Newfoundland budget a "lunatic, right wing" document, but Premier Clyde Wells said that while those directly affected may be upset, for the most part he believes that the budget will "generally speaking, be well accepted ...".

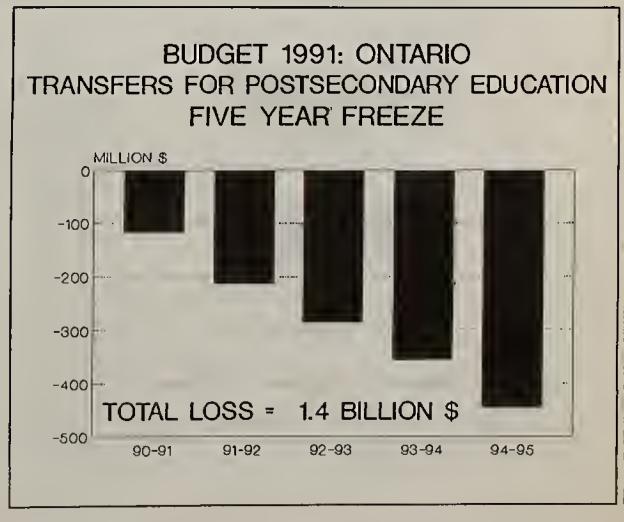
Saskatchewan

Recently, the government of Saskatchewan made an announcement with respect to the funding of higher education. The province's two universities will receive an operating grant increase of approximately 3.5%. However, the province froze the universities' enhancement fund, thus causing the final increase to be 3.3%. In recent years both the University of Regina and the University of Saskatchewan have suffered a freeze and have received higher operating grant increases.

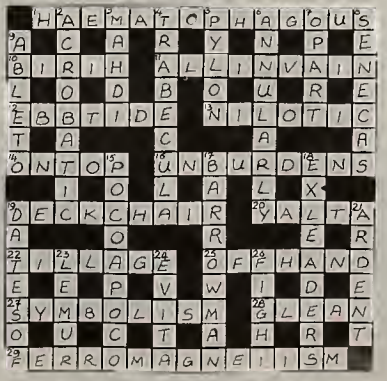
One observer connected with the university scene described the government's funding announcement as "incomplete". He said that the universities have not been informed about the precise nature of the increases for capital funding, capital projects or for capital grants. The universities had been seeking a funding increase of closer to 8% and will be forced to make do with less than half of their stated requests.

BUDGET 1991: ONTARIO
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 2,119	$ 2,149	$ 2,180	$ 2,211	$ 2,242
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 2,236	$ 2,362	$ 2,465	$ 2,568	$ 2,690
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 118	$ 213	$ 286	$ 357	$ 447



Solution to March Crossword Puzzle



Scène provinciale *suite de la page 18*

Il a affirmé que la hausse des frais de scolarité de la part des néo-démocrates traduisait un manque de respect des politiques de leur propre parti. Selon M. Graham, l'élément le plus destructeur de cette mesure est de constater que les universités vont demeurer des établissements d'enseignement reflétant les classes sociales. Il a ajouté qu'il était déçu que le gouvernement ne semble pas voir le lien entre le règlement des inégalités sociales et le rôle de l'enseignement postsecondaire. En général, il a conclu que l'on ne pouvait faire la différence entre le gouvernement actuel et l'ancien gouvernement libéral en ce qui concerne le financement.

Terre-Neuve

Le 7 mars, le gouvernement de Terre-Neuve a rendu public un budget austère. Le ministre des Finances, Hubert Kitchen, a annoncé l'élimination de 2 600 emplois à la fonction publique, la fermeture de 360 lits dans le secteur hospitalier et le gel des dépenses au titre de l'éducation et du bien-être social. M. Kitchen a déclaré que ces mesures étaient nécessaires pour compenser la réduction de 180 millions de dollars des paiements de transfert par le gouvernement fédéral au cours de l'année dernière. Elles visent à diminuer le déficit provincial prévu de 200 millions de dollars à 53,8 millions de dollars et de conserver la cote de crédit A- de la province.

L'Université Memorial et l'aide financière aux étudiants ne semblent pas avoir été touchés aussi sérieusement que d'autres secteurs. Le ministre de l'Éducation, M. Phil Warren, a déclaré lors d'une allocution que le budget pour l'aide financière aux étudiants passerait de 17,4 millions de dollars à 20,7 millions de dollars. Bien que le financement global des collèges et des instituts soit gelé, l'Université Memorial a droit à une augmentation de ses subventions de fonctionnement de 5,5 millions de dollars, qui seront plus élevées qu'en 1990-1991. De plus, 4 millions de dollars seront consentis pour l'achat d'équipement et 4 millions de dollars pour la construction d'immobilisations. Les frais de scolarité, toutefois, grimperont de 15 p. 100, au cours de la prochaine année.

M. Warren admet que la hausse des subventions de fonctionnement ne répond pas aux exigences de l'université pour le budget prévu. Il a déclaré que l'université devrait mettre en oeuvre un train de restrictions au cours du présent exercice financier pour niveler les conséquences des restrictions sur tout le système d'enseignement postsecondaire. Il a ajouté qu'il reviendrait à l'université de déterminer le montant de la hausse des frais de scolarité pour l'année 1991-1992. Selon M. Warren, les étudiants ne peuvent espérer que les frais de scolarité demeurent peu élevés par rapport à d'autres universités et collèges canadiens sans accepter également la nécessité de réduire les dépenses.

■ ■ ■

On peut constater maintenant les conséquences du budget fédéral alors que les provinces les plus pauvres ne pourront pas se permettre un enseignement universitaire de qualité.

■ ■ ■

En général, le budget de 1991-1992 de l'Université Memorial a augmenté de 0,1 p. 100 par rapport au budget «révisé» de 1990-1991. Outre les niveaux de financement précisés, d'autres avantages auxquels l'université a droit, notamment des subsides pour l'électricité de trois collèges, seront supprimés graduellement. Les collèges et instituts de Terre-Neuve, quant à eux, voient leur budget réduit de presque 1 p. 100, comparativement au gel du budget de l'Université Memorial.

Le budget provincial prévoit le gel des salaires de la fonction publique, ce qui comprend l'Université Memorial. L'université estime que cette mesure permettra de récupérer environ cinq millions du manque à gagner des subventions de fonctionnement qui est de l'ordre de sept à huit millions de dollars. Il faudra licencier environ 100 personnes, presque entièrement parmi le personnel de soutien. Un petit nombre de ces personnes pourront trouver des emplois à l'Université Memorial car l'administration, en prévision du budget, n'a pas comblé certains postes vacants au cours des dernières semaines. Pour quelques professeurs, leur contrat ne sera pas renouvelé.

Les professeurs à temps partiel et les chargés de cours sont les plus touchés par le budget. Le budget supplémentaire de l'université pour l'enseignement, actuellement de l'ordre de près trois millions et demi de dollars, sera réduit d'environ un million de dollars. Le président de la MUNFA, M. John Evans, a déclaré que ces réductions entraîneraient la suppression de 300 cours. Les professeurs subiront un accroissement de leur tâche d'enseignement. On est d'ailleurs en train de former un comité pour étudier la question. De plus, l'université abandonne le service de formation à distance de l'université.

M. Evans a fait remarquer que l'on pouvait constater maintenant les conséquences du budget fédéral alors que les provinces les plus pauvres ne pourront pas se permettre un enseignement universitaire de qualité. Les classes seront plus nombreuses et le soutien pédagogique diminuera.

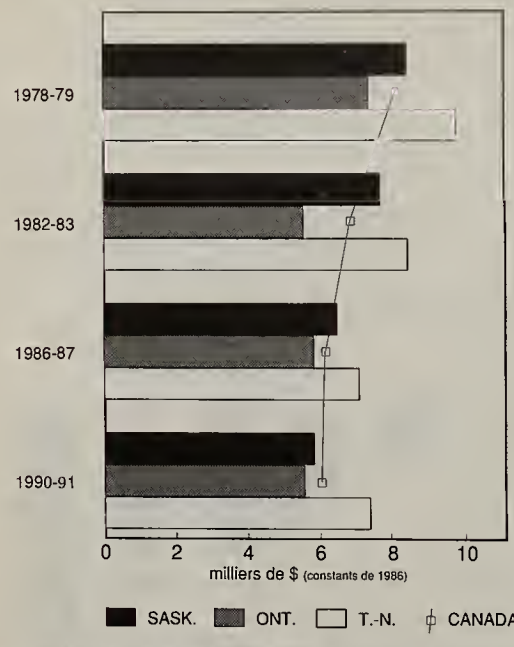
Le chef de l'opposition, M. Thomas Rideout, a qualifié le budget de lunatique et de droite. Cependant, le premier ministre Clyde Wells a répliqué que, malgré la déception des personnes directement touchées, le budget sera en majorité bien accepté.

Saskatchewan

Le gouvernement de la Saskatchewan a annoncé récemment une décision relative au financement de l'enseignement supérieur. Les deux universités de la province auront droit à une hausse d'environ 3,5 p. 100 de leurs subventions de fonctionnement. Cependant, le gouvernement provincial a gelé le fonds de l'essor des universités, ce qui donne, finalement, une hausse de 3,3 p. 100. Au cours des dernières années, tant l'Université de Regina que l'Université de la Saskatchewan ont subi un gel et ont eu droit à des hausses des subventions de fonctionnement.

Un observateur de la scène universitaire a qualifié l'annonce du gouvernement d'incomplète. Selon lui, on n'a pas informé les universités de la nature précise des hausses du financement des immobilisations, des projets d'immobilisations ou des subventions d'immobilisations. Les universités avaient tenté d'obtenir une hausse de l'aide financière se rapprochant davantage de 8 p. 100. Elles se verront dans l'obligation de se contenter de moins de la moitié de leurs doléances.

SUBVENTIONS DE FONCTIONNEMENT AUX UNIVERSITÉS PAR ÉTUDIANT*



Source : Comité tripartite sur les comparaisons inter-provinciales. Les données de 90-91 sont estimées par COU Research.

* Équivelence plein temps

Two-thirds of Ontarians favour Premier Rae's suggestion of making public libraries the centrepiece of a national strategy for life-long learning.

OISE Survey of public attitudes to education in Ontario, 1990.

CAUT COLLECTIVE BARGAINING CO-OPERATIVE

ANNOUNCES ▼ ITS

14TH ANNUAL

COLLECTIVE BARGAINING CONFERENCE

June 15 to 19, 1991

In the heart of the Laurentians at the Far Hills Inn in Val Morin, Quebec.

> "The remote location, arduous schedule, and demanding meals made for an exhausting and productive workshop...All in all, it was a good workshop. Some associations sent three or four representatives. Perhaps we should send more than one. Oh yes, the food was marvelous."

Brian Campbell, Mount Allison Faculty Association (1990 Conference Graduate)

WHO SHOULD ATTEND?

Members of faculty associations who are currently involved or would like to get involved in the collective bargaining process.

WHY ATTEND?

- To Explore the Collective Bargaining Process.
- To Participate in Hands-on Negotiation Simulations.
- To Learn the Latest Techniques from Seasoned Negotiators.

THE AGENDA

- What is Collective Bargaining?
- Preparing for Negotiations.
- Proposal and Clause Writing.
- Negotiating and Table Skills.
- The Grievance and Arbitration Process.
- Mediation and Conciliation.

REGISTER TODAY! Spaces are limited.

- CO-OP Members: There is no registration fee for members of the CAUT Collective Bargaining Co-operative.
- CO-OP Non-members: $400 per person.

For more information, please contact your local faculty association office or:

Nancy Gordon/Christiane Tardif-Dulude
CAUT Collective Bargaining Co-operative.
308-294 Albert Street
Ottawa, Ontario K1P 6E6
Phone: (613) 237-6885
Fax: (613) 237-2105

LA COOPÉRATIVE DE NÉGOCIATION COLLECTIVE DE L'ACPU

ANNONCE ▼ LA

14E

CONFÉRENCE ANNUELLE SUR LA NÉGOCIATION COLLECTIVE

du 15 au 19 juin 1991

Au coeur des Laurentides à l'auberge Far Hills, à Val Morin, au Québec.

> «L'emplacement éloigné, un horaire chargé et des repas copieux ont permis d'accomplir un travail productif mais épuisant. Ce fut somme toute une bonne conférence. Quelques associations ont délégué 3 ou 4 représentants. Nous devrions peut-être déléguer plus d'une personne. Et puis, la bouffe était un délice.»

Brian Campbell, Mount Allison Faculty Association (Participant à la conférence de 1990)

S'ADRESSE À QUI?

Aux membres des associations collectives qui participent présentement à des négociations ou qui sont intéressés à le faire et qui veulent acquérir des techniques reliées à la négociation collective.

POURQUOI Y ASSISTER?

- Pour explorer le processus de négociation collective.
- Pour participer à des séances pratiques de simulation.
- Pour apprendre de négociateurs chevronnés les toutes dernières techniques.

LE PROGRAMME

- Qu'est-ce que la négociation collective?
- La préparation des négociations
- La rédaction de propositions et de clauses
- Le règlement de grief et l'arbitrage
- La médiation et la conciliation

INSCRIVEZ-VOUS DÈS MAINTENANT! Les places sont limitées.

- Membres de la Coopérative de négociation collective de l'ACPU: Aucun frais d'inscription
- Non-membres de la Coopérative: 400 $ par personne

Pour obtenir des renseignements supplémentaires, prière de communiquer avec votre association de professeurs locale ou avec :

Nancy Gordon/Christiane Tardif-Dulude
Coopérative de négociation collective de l'ACPU
294, rue Albert
Bureau 308
Ottawa (Ontario) K1P 6E6
Téléphone: (613) 237-6885
Télécopieur: (613) 237-2105

A Day in the Life of an Academic Librarian

by John Murchie
Writer, visual artist and farmer living in Upper Sackville, New Brunswick; former Director of the Library, Nova Scotia College of Art and Design.

"I was always glad to supply any information I could to anyone who asked me politely." attributed to Marcel Duchamp, Librarian.

What is there that is common between myself, an academic librarian in a small, somewhat specialized library and, say, an Assistant Associate Librarian for Personnel at one of the large Canadian university libraries? Our days would be significantly different in tone, tenor and pace. Our experience would likely have the common feature of a professional graduate library education which would have attempted to breed out of us any latent lascivious interest in books. The fact of the matter is that there both are and are not commonalities. If there is a pure essence which finally makes us recognizable as academic librarians — something beyond the fact of a university paycheck, it is outside the scope of the present description. Well, what does a day look like, my day if you will? It is closer to the truth to say what "might" my day look like.

For the past few years the day has often started at 8:30 a.m. with a meeting of Novanet, a local multi-institution co-operative for the development of shared automated library services. If it is one of those days, a several hour meeting will effectively provide the morning's work and possibly the entertainment. As the Novanet undertaking is technically and often politically complex, there are any number of joint committees. There would be a good likelihood of a meeting on any given day. Of course, representing my institution's interests in an effective and co-operative manner is time consuming, particularly when any false moves can cause an uproar back home.

We will have none of that today. This will be a normal, if not typical day. I am almost tempted to say that I would not be prepared for such a day and would not know what to do if it weren't driven by forces and fates beyond my control. But like every academic librarian I have a backlog of "things" to do — things which others have been telling me should have been done yesterday. The truth of the matter is (yes, most academic librarians have a class consisting of EVERYONE directly and indirectly associated with the university — students and faculty, of course, but also staff, alumni, school kids and businesses, persons from away or near, friends and enemies, EVERYONE; and it meets whenever any one individual decides it is time on the assumption that the librarian has been waiting with nothing else to do) — our class prepares us in flexibility, and at 9:05 a.m. I begin by answering the three telephone calls which I had been unable to return the previous afternoon. In the moment's time between two calls, the telephone rings with a new message. An English professor at one of the universities needs iconographic information on the works of a 19th century Scottish artist who is not at all familiar to me. A five-minute conversation centred the professor's real interests and the lucky fact that she was not in a rush for the information, next week would be satisfactory. I estimate that the request will take at least an hour and perhaps more.

That fits with my priorities, because after returning the last routine telephone message — and they did turn out to be routine — the most pressing business was two batches of book requests from two academic departments. As both batches had been on my desk for more than twenty-four hours, some faculty would be getting anxious. In all, there were 78 requests: new titles from standard academic publishers, a few government publications, one title which looks suspiciously like a serial, three titles which are over 20 years old, and two oddly-titled environmental planning reports. I will work on the 59 recent academic publishers' titles. Fortunately, the library is relatively automated with a single public catalogue. I sit at a terminal and proceed with the bibliographic checking. By noon I have verified all the titles and discovered that the library already has five (two are even in use), that another eight are on order, that another six are not yet published (they took some time checking), and the remainder can be ordered (with a few spelling changes). Not a bad morning's work! Well, at least half of the morning was actually spent with other members of the class who interrupted with one information problem or another.

This had left me little time to reflect on the philosophical issues, conflicting concerns and methodologies entailed in developing a library collection in the late 20th century. I had to be at a meeting of the Student Affairs Committee which began promptly at noon. This commitment is part of my professional responsibilities and one which receives my full attention. Currently, we were working on recommendations to the Faculty for an AIDS policy. It was a working lunch for me because it was one of my days to staff the library's information desk between 1:00 and 2:00 p.m.

I am somewhat battered after that quiet hour yet no one became really, really upset as happens at times. No one yelled. No one accused us — or me of totally gross incompetence. No one, in short, took out all his frustrations and left them with the library. Nor did any photocopier attempt suicide, none of the three computer systems went on vacation, the heat didn't skyrocket and all of the bathrooms behaved. The rest of the afternoon should be simple unless too much good luck needs to be balanced.

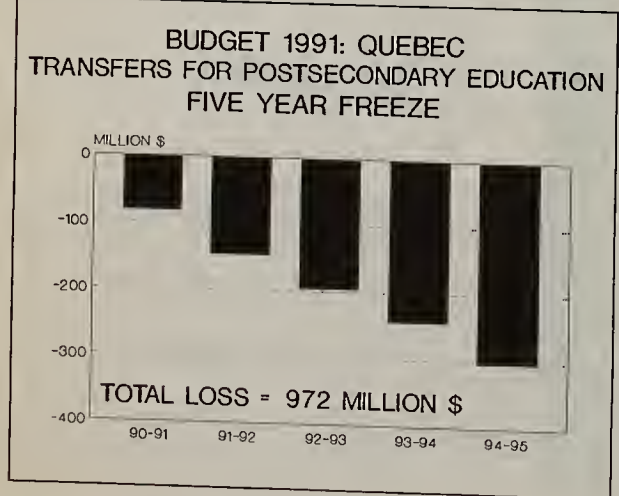
I planned to spend an hour working on a report to the President on the role the library might play in "distant education" programmes. I also hoped to spend time researching a grant to develop the library's collections of Italian and German Dada literature and perhaps make progress on a long-promised report on semiotic and semiotic related literature in local libraries. Distant education is not one of my main concerns but the President is. The deadline for the grant is soon, and in good faith I cannot put off the faculty concerned with signs any longer. Those were the priorities this afternoon. With more good luck I might finish one.

I was lucky and did finish the report to the President. The telephone rang only twice. Both were departments wanting me to attend departmental meetings to explain why more book funds will not be available in their areas — a good, difficult, legitimate question to which I have both no answers and a thousand reasons.

I could only work till three because of a scheduled staff meeting. There were the usual this and that items on the agenda, but the main issue was to be a discussion of the directions we might pursue with regard to serial publications. Many staff are critically anxious but some are actively uninterested in any change. There is little hope of attracting new funds from the administration. Faculty are happy ➤

BUDGET 1991: QUEBEC
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 1,472	$ 1,484	$ 1,496	$ 1,508	$ 1,824
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 1,554	$ 1,632	$ 1,692	$ 1,752	$ 1,824
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 81.7	$ 147.3	$ 196.0	$ 243.5	$ 303.2



with what exists and totally dissatisfied depending on whom one speaks to. The library's administration is apprehensive about staff ability to undertake yet another major systems development before others are completed. Like most changes or proposed changes in public service this is a no-win situation, in the short run at least.

The discussion went more smoothly than one might have expected although a tremendous amount of work will be required to bring full participation to the issue. Luckily, that is one of the things librarians get paid to do.

The last hour of the day I am able to spend back at my desk opening my mail. One letter was from a conference organizer again requesting an outline of a paper I am to deliver on "the administrative criteria for evaluating library services in a small institution". I had forgotten it was due last week. There was the usual mass of flyers and ads for new books and new periodicals and new videos and new slides and new kits and new microforms and new discs and new whatever media of information is new this week. We deal with them all and with the unique problems each delivers.

Although I am tired, I will spend most of this last hour doing what it was that brought me to libraries in the first place — reviewing and selecting books for possible acquisition, working on developing the collection which is after all what I still think a library is about. I will look through *Choice* and *British Book News*; I will sort through the box of flyers which I have collected over the past week; I will read reviews in a half dozen or more periodicals and scan the "books received" listings: I will review the bibliographies in two monographs; I will give some thought to the library's collections policies, the expressed concerns of faculty, the observed demands made by users, the growing information on what is available in other libraries (thanks, again, to co-operative automation), changes in the curriculum in the past few years and possibly in the future, and, yes, the problem of money — all those aspects of selecting a few books out of the many available, the professional librarian's trusteeship to the future. The excitement of books and scholarship; reading and learning, the thought that a decision here might make a difference, the possibility of a reader's consciousness revolutionized by a book in the library... suddenly, I am no longer tired.

I am ready for another day.

Dispositions de dégagement pour les bibliothecaires universitaires

Jim Brett et Bob Moore ont corédigé un article sur le dégagement des bibliotbècaires paru en anglais dans le numéro de mars du Bulletin. En voici un résumé.

Outre les congés sahbatiques et autres congés prolongés, il existe différentes formes de dégagement offertes aux universitaires pour poursuivre des recherches ou des études pédagogiques. L'ACPU se penche présentement sur les divers genres de clauses prévues à cet effet dans les conventions collectives, les guides, les lettres d'entente et les énoncés de principes en vigueur dans les universités canadiennes. Ces dispositions se distinguent des dispositions de dégagement pour le travail relatif aux associations. Les périodes de dégagement se divisent en trois catégories ou modèles: des périodes précises sont prises mais ne remplacent pas d'autres tâches; un dégagement est accordé pendant des périodes limitées et les tâches régulières sont abandonnées temporairement; un dégagement est accordé sur une base continue pour des projets particuliers. Prière de faire parvenir à Robert Moore, au secrétariat de l'ACPU, des exemples pertinents de clauses pour que nous puissions déterminer si elles s'appliquent à des cas pratiques. Le Comité des bibliothécaires a discuté de la question lors de sa réunion du 15 mars.

Votre PROGRAMME FINANCIER sur MESURE

La Banque Nationale et les professeurs d'université du Canada partagent le même souci d'excellence. C'est pourquoi ils se comprennent si bien.

De là est venu le programme financier sur mesure que nous vous avons préparé. Ce programme repond à vos besoins specifiques et vous permettra de réaliser des économies substantielles

La pièce maîtresse du programme est la carte MasterCard identifiée à l'Association canadienne des professeurs d'université, émise par la Banque Nationale du Canada. À chaque fois que vous utiliserez cette carte, vous contribuerez à l'atteinte des objectifs de votre Association.

S'ajoutent ensuite une série de privilèges bancaires, de réductions de tarifs, de prêts taillés sur mesure et d'avantages divers en plus d'un traitement personnel privilégié.

VOTRE PROGRAMME FINANCIER SUR MESURE pour les professeurs d'université du Canada, c'est un service vraiment conçu pour vous.

Pour plus de détails, renseignez-vous auprès d'une succursale de la Banque Nationale.

caut acpu canadian association of university teachers
association canadienne des professeurs d'université

BANQUE NATIONALE DU CANADA NATIONAL BANK OF CANADA

Your MADE-TO-MEASURE FINANCIAL PACKAGE

The National Bank and the university teachers of Canada share the same concern for excellence. That's why they understand each other so well.

We are therefore pleased to offer you the Made-to-Measure package we have prepared to meet your specific needs and help you realize substantial savings.

The cornerstone of this package is a MasterCard credit card bearing the logo of the Canadian Association of University Teachers (CAUT), issued by the National Bank of Canada. Each time you use your card, you will be helping your association reach its objectives.

Rounding out the package are numerous banking privileges, reduced rates, Made-to-Measure loans and various other benefits, not to mention personalized priority service.

YOUR CAUT MADE-TO-MEASURE FINANCIAL PACKAGE has truly been designed with you in mind.

For more information, drop in to the National Bank branch nearest you.

Federal Granting Councils Release Long Term Plans

In their long-term strategic documents, released within the last year, four federal government granting agencies have acknowledged that scientific research must fit in with the needs of Canadian industry and society, and that the benefits of research must by widely communicated to the Canadian public and business.

Social Sciences and Humanities Research Council

The Social Sciences and Humanities Research Council (SSHRC) released its five-year plan at the end of January. The Council has supported research which contributes to a better understanding of social problems such as family violence, work-related stress, the aging population, racism, sexism and youth unemployment.

It has also funded a number of business-related fields of study over the last ten years, including economic strategic planning, fiscal and monetary policy, productivity, entrepreneurship, urban development, industrial relations, labour studies and the management of natural resources.

Council President Paule Leduc stated that it is vital that Canadians cope with "a whole host of political, economic, technological, social and environmental developments that are taking place at breakneck speed. To deal with them wisely, we desperately need a better understanding of our own social and economic structures, decision-making process and how to approach underlying problems in a new way."

SSHRC's priorities for the next five years are: training the next generation of researchers; designing research structures which will emphasize research quality, productivity and relevance; and ensuring that research results are put to maximum use in all sectors of society. Multidisciplinary research approaches to national problems will be encouraged by the Council.

Since 1979, the total annual demand for grants from SSHRC has increased by 339 per cent, while the budget (taking inflationary costs into account) has remained unchanged.

Marcel Lauzière, Director of Government Relations for the Social Sciences Federation, says that SSHRC's plan, titled *A Vision for the Future* is headed in the direction that the Federation would like to see government take.

"It is time for us to realize that the problems we face are very complex, and if we forget the social aspect of these problems, we won't get anywhere with them", Lauziere said. "The report sees the social sciences and humanities as having an important contribution to make in terms of problems like illiteracy, family violence, productivity and Native issues. We will have to monitor the report to make sure that basic research continues to be well-funded, of course, but we find the report very encouraging".

The Canadian Federation for the Humanities is also pleased with the report. Acting Executive Director Craig McNaughton said, "Even though its budget remains at a very modest level in comparison to the size of the academic community it is supposed to support, SSHRC must still confront heavy pressure to ensure that the research it sponsors is socially and economically useful".

"By necessity, *Vision* emphasizes the socio-economic relevance of the Council's work, but it does preserve a vital opening for humanists by maintaining the priority of basic or 'pure' research."

"It is up to the humanist community, and those who have benefited from study in the humanities, to make the case that they are especially useful in very subtle, yet vital ways", continued McNaughton

■ ■ ■

"Canada requires an adequate supply of highly trained scientists and engineers if it is to respond to the increasing competitiveness of the world marketplace and the growing urgency of environmental problems."

■ ■ ■

Natural Sciences and Engineering Research Council

The Natural Sciences and Engineering Research Council (NSERC) released its strategic document, *Ten Years to 2000, the First 5 Years* in 1989. An article in the July, 1990 issue of its newsletter, *Contact*, warned that "Canada requires an adequate supply of highly trained scientists and engineers if it is to respond to the increasing competitiveness of the world marketplace and the growing urgency of environmental problems".

The article points to the fact that students are turning away from research careers in the natural sciences and engineering. Since 1984, undergraduate enrolments in computer science have dropped by 30 per cent, in earth sciences by 56 per cent and in chemical engineering by 10 per cent.

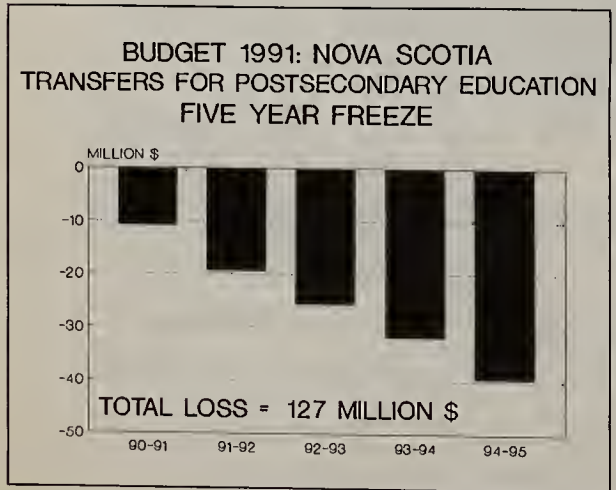
According to the article, "it has ceased to be possible for a nation to become a significant player in the world marketplace merely by exporting resources or buying technologies off the shelf from other countries...The new currency of exchange in the global economy is knowledge — the kind of knowledge that adds value to products and that is contributed by skilled researchers and technologically literate managers".

Canada's spending on research and development continues to be one of the lowest of major industrialized nations. In terms of research personnel, Canada employs 4.4 scientists and engineers per 1,000 labour force, much less that the 6.6 figure in the United States and 8.4 in Japan.

In its strategy, NSERC has placed its emphasis on addressing the lack of upcoming researchers, promoting strategic research, and forming partnerships with industry and the academic community. The university community relies heavily on NSERC funding, which contributed ➤

BUDGET 1991: NOVA SCOTIA
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 194.1	$ 195.2	$ 196.4	$ 197.5	$ 198.6
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 204.9	$ 214.6	$ 222.1	$ 229.4	$ 238.2
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 10.8	$ 19.4	$ 25.7	$ 31.9	$ 39.6



$347 million of the overall $630 million spent by Canadian universities on research and development in 1989 — that's 55.1 per cent.

NSERC plans to accomplish the goals set out in *Ten Years to 2000* by focusing on people, capitalizing on opportunities, and strengthening collaborations and partnerships in research.

National Research Council

This year marks the 75th anniversary of the National Research Council (NRC). On February 14th, the NRC launched the first phase of a ten-year strategy to double the total research and development investment stimulated in Canada by its programs.

Titled *The Competitive Edge*, the document sets the theme of partnership which is echoed in government granting agencies. The NRC's long-range plan (1990-95) sets out the Council's commitment to "team with industry and other research organizations in a drive to increase Canada's international competitiveness and boost national investment in research and development".

NRC President Dr. Pierre Perron said, "If we as Canadians value our standard of living, we must treat scientific and technological innovation as a national priority." He encouraged industry and other research partners to "sharpen Canada's competitive edge".

The Competitive Edge places the emphasis not only on NRC's own scientific research, but on the catalytic effect its funding can have to "lever research and development investment". It describes plans to strengthen NRC's laboratory work in fields where it is likely to be a "world leader"; build partnerships and collaboration with industry, universities, government and private institutions; and concentrate on research which can raise the international competitiveness of Canadian industry. NRC intends to respond to regional opportunities for collaboration with partners.

Medical Research Council

Medical sciences have traditionally been considered a pure scientific research discipline. In its *Strategic Directions* document published last December, the Medical Research Council (MRC) sees "a significant expansion of the health care product industry, together with improvements in the quality of health care" as key target areas for funding.

The report combines great optimism for the "unprecedented advances against such formidable foes as cancer, heart disease, mental illness, neurodegenerative disorders and viral infections" with a concern that significant increases in finance and human resources are needed.

MRC has been the largest source of support for health science research in Canada, creating a foundation of research which has been a springboard for the work of provincial governments and voluntary agencies.

The report points out that health research is one area in which there is no national health research institute. Canadian research, education and clinical services have been developed in co-operation with teaching hospitals and academic institutions.

MRC support provides a basis for improving the education of clinicians and their ability to deliver high quality patient care — 60 per cent of MRC supported activities occur in a clinical setting.

Only 27 per cent of the 7,374 applications for funding received by MRC between 1982 and 1989 received grants. Many more were considered suitable for funding, but were curtailed by budget restrictions. The number of applicants has risen by 15 per cent during that period. The MRC's support of full-time researchers since the 1950s has been one of the chief reasons that Canadian biomedical researchers have gained an international reputation for excellence.

Les programmes offerts aux membres de l'ACPU

L'ACPU parraine plusienrs programmes d'avantages collectifs à l'intention de ses membres. Ils sont conçus pour offrir aux particuliers des avantages intéressants qui ne pourraient être disponibles autrement. Voici la liste des programmes ainsi que les noms des personnes avec lesquelles communiquer pour obtenir des renseignement supplémentaires :

Assurance-vie collective

Le régime d'assurance-vie collective est offert en unités de 10 000 $ jusqu'à concurrence de 500 000 $. Il s'agit d'une assurance temporaire transformable à 70 ans. Le souscripteur est la Prudentielle d'Amérique, compagnie d'assurance. On peut obtenir les tarifs en s'adressant à la personne suivante :

M. Jim Howell
Kanatia – Fiducie d'assurance de l'ACPU
C.P. 3528, Succursale C
Ottawa (Ontario) K1Y4G1
Téléphone : 1-613-236-0513
Télécopieur : 1-613-236-0329

Assurance-accident personnelle

Souscrit également par la Prudentielle, ce régime d'assurance offre une protection jusqu'à concurrence de 150 000 $ dans le cas d'un accident entraînant la mort, une lésion à la colonne vertébrale, la perte d'un membre, de la vue, de l'ouïe, etc. La prime annuelle est de 90 $. On peut communiquer avec Kanatia à l'adresse ci-dessus pour obtenir plus d'information.

Assurance sur les effets personnels

Cette police «contre tous les risques», soit le feu, le vol, les inondations, les accidents, etc. protège vos biens professionnels, notamment les livres, les ordinateurs, l'équipement scientifique, et ce, partout dans le monde. Le régime est souscrit par la Compagnie d'assurance union commerciale du Canada et la prime annuelle est de 75,00 $. La compagnie vous rembourse jusqu'à 15 000 $ par sinistre. On peut obtenir davantage d'information en communiquant avec Kanatia, à l'adresse ci-dessus.

Assurances automobile et habitation de groupe

Votre police d'assurance-automobile ou d'assurance-habitation vient-elle à échéance bientôt? De nombreux membres ont déjà profité du régime collectif de l'ACPU, souscrit par la Compagnie d'assurance Traders General et administré par le Groups Services Inc., lequel offre d'excellents avantages à des tarifs concurrentiels. On peut obtenir des renseignements supplémentaires et des tarifs en communiquant avec Mike Fitzgibbons ou Brian Koscak de Group Services aux numéros de téléphone suivants :

De Toronto : 497-4970
Pour les indicatifs régionaux 416, 519, 613, 705 : 1-800-268-3494
Pour tous les autres indicatifs régionaux : 1-800-268-3336

Programme financier de la Banque Nationale

La Banque nationale du Canada a mis au point un «Programme financier sur mesure» conçu exclusivement pour les membres de l'ACPU. Le programme comprend un ensemble complet de produits et de services financiers, notamment une carte de crédit MasterCard identifiée à l'ACPU, un compte n'ayant aucun frais de transactions, des modalités particulières pour les prêts et un rendement supérieur sur les placements. Vous pouvez vous renseigner davantage sur ce programme exceptionnel en vous adressant à la succursale de la Banque nationale la plus près de chez vous ou en communiquant avec :

Mme Francine Sauriol
Directrice des produits
Banque nationale du Canada
600, rue de La Gauchetière ouest
Montréal (Québec)
H3B 4L2
Téléphone : 1-514-394-6973
Télécopieur : 1-514-394-8219

Location de voitures Avis

La compagnie Avis offre des rabais allant jusqu'à 20 p. 100 aux membres de l'ACPU qui présente l'auto-collant Avis au moment de réserver ou de prendre la voiture qu'ils ont louée. On peut obtenir des auto-collants Avis en communiquant avec Deborah Belsher au secrétariat de l'ACPU ou en appelant :

M. Simon Larivée
AVISCAR Inc.
Téléphone : 1-613-744-8383
Télécopieur : 1-613-744-6919

Forfaits de voyage pour les congés sabbatiques

L'agence de voyage Finlay Travels, qui se spécialise dans les programmes de vols effectués pour des congés sabbatiques vers l'Europe, publie régulièrement une annonce à la dernière page du Bulletin de l'ACPU. Veuillez consulter l'annonce dans le présent numéro ou téléphoner à Chris pour obtenir des renseignements supplémentaires sur les forfaits et autres programmes de voyage :

Téléphone : 1-416-366-9771
Télécopieur : 1-416-366-1005
Réservations SEULEMENT : 1-800-268-8577

Si vous avez des commentaires ou des suggestions sur ces programmes, veuillez communiquer avec Gordon Piché, directeur des services administratifs de l'ACPU, au 1-613-237-6885. (Télécopieur: 1-613-237-2105.)

CAUT Members' Programs

CAUT sponsors several programs for the benefit of individual members. These programs are designed to provide economic advantages that would otherwise not he available on an individual basis. Here are a list of the programs and names to contact for further information:

Group Life Insurance

Available in units of $10,000 to a maximum of $500,000 and convertible to age 70, this "level" term insurance is underwritten by The Prudential Insurance Company of America. Rates are available on request by contacting:

Mr. Jim Howell
Kanatia – CAUT Insurance Trust
P.O. Box 3528, STN. C
Ottawa, Ontario K1Y4G1
Tel: 1-613-236-0513
FAX: 1-613-236-0329

Personal Accident Insurance

This plan, also underwritten by Prudential, provides up to $150,000 coverage in the event of an accident causing death, spinal cord injury, dismemberment, loss of evesight or hearing etc. The annual premium is $90. More information can be obtained by contacting Kanatia at the address noted above.

Professional Property Insurance

The PPI plan is an "all risks policy" — fire, theft, flood, accident, etc. — that covers your professional property such as books, computers, scientific equipment and the like anywhere in the world. Underwritten by Commercial Union Insurance, the annual premium is $75 with payment of up to $15,000 per occurrence. More information can be obtained by contacting Kanatia at the address noted above.

Group Home and Automobile Insurance

This CAUT special group program provides excellent benefits at competitive rates. Many members have already taken advantage of the program, which is underwritten by Traders General Insurance and administered by Group Services Inc.. Further information and rate quotations can be obtained by contacting Mike Fitzgibbons or Brian Koscak of Group Services at the following numbers:

From Toronto: 4 9 4970
From area codes: 416, 519, 613, 705 1-800-2 3494
From all other codes: 1-800-2 3336

National Bank Financial Package

The National Bank of Canada bas developed a "Made-to-Measure Financial Package" exclusively for the benefit of CAUT members. This complete range of financial products and services includes a MasterCard bearing tbe CAUT logo, a bank account with free chequing and withdrawal privileges, special terms on loans, and superior rates on investment products. You can find out more about this exceptional package by contacting your nearest branch of the National Bank or by contacting:

Ms. Francine Sauriol
Senior Product Manager
National Bank of Canada
600, rue de La Gauchetiere ouest
Montreal, Quebec
H3B 4L2
Tel: 1-514-394-6973
FAX: 1-514-394-8219

Avis Car Rentals

Avis provides discounts of up to 20% off rack rates to CAUT members who present the Avis Sticker at the time of booking or picking up a rental vehicle. Avis stickers can be obtained by contacting Deborah Belsber at the CAUT office or by calling:

Mr. Simon Larivée
AVISCAR Inc.
Tel: 1-613-744-8383
FAX: 1-613-744-6919

Special Sabbatical Travel Packages

Specializing in European sabbatical flight programs, Finlay Travel advertises regularly on the back page of the CAUT *Bulletin*. For more information on special packages and other travel programs, please refer to the advertisement in this issue of the *Bulletin* or call Chris at:

Tel: 1-416-366-9771
FAX: 1-416-366-1005
Reservations ONLY:
1-800-268-8577

If you have any comments or suggestions about any of these programs, please contact:

Gordon Pichè
CAUT Director — Administrative Services
Tel: 1-613-237-6885
FAX: 1-613-237-2105.

caut acpu

BUDGET 1991: NEW BRUNSWICK
The EPF transfers for postsecondary education

Five year freeze

million $

1990-91	1991-92	1992-93	1993-94	1994-95
$ 157.6	$ 158.3	$ 159.0	$ 159.7	$ 160.4

Without freeze

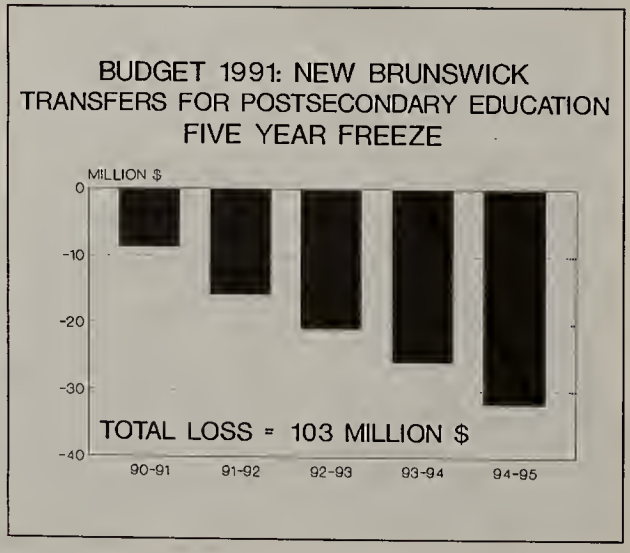
million $

1990-91	1991-92	1992-93	1993-94	1994-95
$ 166.4	$ 174.0	$ 179.8	$ 185.5	$ 192.4

And the loss is,

million $

1990-91	1991-92	1992-93	1993-94	1994-95
$ 8.7	$ 15.7	$ 20.8	$ 25.8	$ 32.0



The CAUT Bookshelf

Monica Belcourt, Ronald J. Burke, and Hélène Lee-Gosselin, *The Glass Box: Women Business Owners in Canada*

Women are starting businesses at three times the rate of men. More than 200,000 women now classify themselves as "self-employed". This level of entrepreneurship is important for society because of the potential for job creation and innovation. Entrepreneurship is also an area of interest for individuals who seek job flexibility, challenge, and independence. Women business owners are seeking personal fulfilment, economic independence, and control over their own lives in a socially innovative way.

The Glass Box, prepared by Monica Belcourt, Ronald J. Burke, and Hélène Lee-Gosselin for the Canadian Advisory Council on the Status of Women, is a study of more than 200 women business owners across the country. The paper also considers how public policy could facilitate the work of women entrepreneurs, and the impact of their work on the Canadian economy.

The title, *The Glass Box* refers to the isolation women entrepreneurs feel. The women in the study said they often felt surrounded by opportunities for growth and advancement, but lacked the time, resources, knowledge and contacts needed to take advantage of those opportunities.

Derek Bok, *Universities and the Future of America*, Duke University Press, Durham, S.C., 1990.

by Alan Cahoon, University of Calgary

Universities and the Future of America is another "how to do it like I have done it" book by a successful public figure. In this case, the author, Derek Bok is a Professor of Law and President of Harvard University. The book is an edited and expanded version of the Stanford Lectures delivered at Duke University in 1988. It reflects a confident, self-assured and righteous look at the role of universities in the United States as they prepare to enter the 21st century. Clearly, Bok is an authority on the topic, but what he proposes as seminal ideas are neither novel nor earth shattering.

He suggests that universities need to "realign their priorities" in order to address the critical social issues of the day, and to recognize and respond to an internationally competitive world. Nothing new with this charge, but refreshing perhaps that Harvard's president recognizes the reality of the world in which he is administering. He further challenges the role science can play in order to bring about greater productivity in the U.S., suggesting that isolation, secrecy and restricted access to U.S. higher education by foreigners is not the answer to improving American productivity. Science knowledge is indeed synergistic and one nation's competitive advantage cannot be maintained as a result of its restricting access to scientific discoveries. Again, not a novel concept, but an important message to U.S. conservative neoisolationists, coming from the bastion of higher education.

Bok calls upon university graduates to improve the effectiveness of our corporations, government, and institutions. This somewhat typical "commencement-time" missionary call is laudable, but not revolutionary. He does distinguish between what he sees as the ideal preparation for government employment as distinct from the ideal preparation for the corporate sector and surprisingly, does not push Harvard's MBA as the appropriate generic degree for all professional administrators. He is a strong supporter of professional training in the public service. (The MPA degree is not dead!) As well, Bok strongly advocates the need for a broad liberal arts education for all professions.

There are three important messages in the book. Firstly, in our increasingly complex society, Bok feels that universities must help students acquire "higher levels of ethical and social responsibility". Given the general perception by the public, that ethical standards in the workplace have declined, University Leagues must respond. This, as Bok correctly points out, introduces a critical question: how to combine education in moral reasoning with a broader effort to teach by "habit, example, and exhortation".

Despite the problems, Bok sees moral education as too important to discard just because prior efforts have failed. His advice on how to implement moral education in universities is summarized in this observation:

> "the elements of a comprehensive program of moral education: offering courses in applied ethics at the college and professional school level, discussing rules of conduct with students and administering them fairly, building strong programs of community service, demonstrating high ethical standards in dealing with moral issues facing the university, and, finally being more alert to the countless signals that institutions send to students and trying to make these messages support rather than undermine basic norms."

Secondly, Bok challenges universities to be more in touch with their communities. Not only must universities play a leadership role in society, but academic priorities must, at the same time, reflect the pressing problems of society.

> "Serving society is only one of higher education's functions, but it is surely among the most important ... the question is not whether universities need to concern themselves with society's problems but whether they are discharging this responsibility as well as they should."

His caveat that "academic priorities should not correspond exactly to national needs" introduces a debate increasingly heard in Canada; the link between funding and external support for the university and the pressure on us to resolve today's problems.

Finally, Bok calls for universities to prepare students for living in an increasingly complex and international environment. While not a revolutionary idea, it is certainly one that bears repeating. He notes that American colleges have not made much headway in conveying, especially to undergraduate students, enough knowledge of other languages and other cultures to give them the international appreciation they will need considering the reality of living, working and competing in the global economy.

Universities and the Future of America is an interesting summary of contemporary views in higher education by someone eminently qualified to write it. It is disappointing, however, that Bok merely repeats much of what he has written before in *Beyond the Ivory Tower: Social Responsibilities of the Modern University and Higher Learning*, as well as the initiatives he has attempted and defends at Harvard. More interesting will be the book Bok writes after his term as president of Harvard. Maybe he, too, will then reflect on "whatever happened on the way to the future".

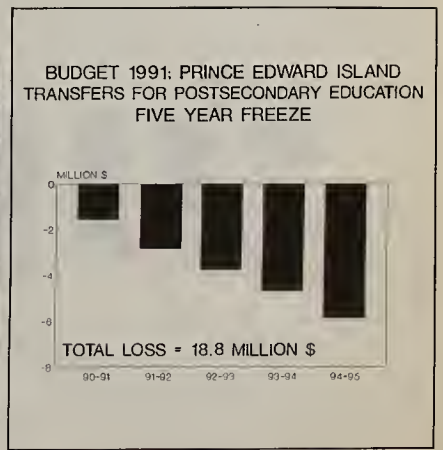
Terry Cowley, *Agnes Macphail and the Politics of Equality*, James Lorimer & Co., Toronto, 1990.

Agnes Macphail was the only woman to sit in the House of Commons between 1921 and 1940 and was the first woman elected to the Ontario legislature where she held a seat from 1943-45 and 1948-51. Terry Cowley has written a useful book about a remarkable woman. She was elected in 1921 for Southeast Bruce as part of the campaign of the United Farmers of Ontario. She remained a populist throughout her life although she eventually gravitated to the CCF when the United Farmers and Progressives collapsed at the end of the twenties. Professor Cowley shows that MacPhail was a formidable constituency organizer in her own riding and articulated the concerns of rural Ontario. She argues,

continued on page 28

BUDGET 1991: PRINCE EDWARD ISLAND
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 24.8	$ 28.7	$ 29.0	$ 29.2	$ 29.5
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 30.0	$ 31.5	$ 32.8	$ 34.0	$ 35.4
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 1.6	$ 2.8	$ 3.8	$ 4.7	$ 5.9



The CAUT Bookshelf *continued from page 27*

however, that Macphail's commitment to feminist goals was not overwhelmed by her involvement in the political manoeuvring of the UFO and CCF. Far from it. She also shows us that Macphail was not a plaster saint of the Left — the St. Agnes or Girl Guide beloved of male cartoonists. From time to time Macphail also made proposals of specific interest to the university community. She called for an independent university at Guelph decades before it actually happened, and in the 1930s she campaigned for the federal government to subsidize students and create chairs in international relations funded at the rate of one dollar for every hundred dollars spent on defence. The House of Commons standing committee responsible for international affairs studied the latter idea, heard witnesses, but in the end the government did nothing.

Awards for Postgraduate Study at Commonwealth Universities 1991-93

The Association of Commonwealth Universities, otherwise known as the ACU, has just released a new, revised edition of its previously titled *Scholarships Guide for Commonwealth Postgraduate Students.*

The new edition entitled *Awards for Postgraduate Study at Commonwealth Universities 1991-93,* contains over 1,100 detailed entries covering scholarships, studentships, assistantships, grants, bursaries and loans, in all subjects for students wishing to undertake postgraduate study in a commonwealth country.

Other guides available in the ACU Awards series are: *Awards for Commonwealth University Academic Staff 1990-92; Financial Aid for First Degree Study at Commonwealth Universities 1990-92;* and *Grants for Study Visits by University Administrators and Librarians 1989-91.*

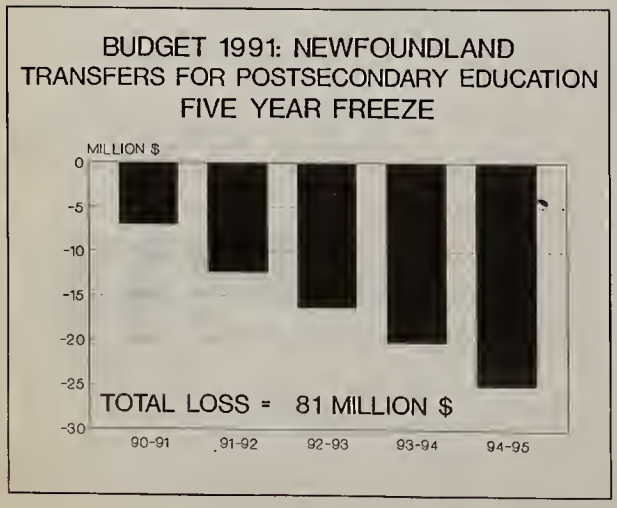
All publications may be obtained from: Publications (Sales), Association of Commonwealth Universities, John Foster House, 36 Gordon Square, London, England WC1H OPF. The cost of each guide is 20 pounds U.K for overseas deliveries including printed papers and airmail post.

Le réseau d'enseignement francophone à distance du Canada, ***Répertoire de l'enseignement a distance en français,*** **Montreal, 1990. p.329.**

L'édition 1990-91 du Répertoire fait l'inventaire des cours à distance du Canada crédités et offerts en français au Canada par les institutions des paliers secondaires et postsecondaires. Plusieurs cours sans crédit en font aussi partie. Ce répertoire est publié par le Réseau d'enseignement francophone a distance du Canada (REFAD) et vise a favoriser les échanges d'informations et de cours entre les établissements qui participent a sa mise en oeuvre. Adresse: 1001 Sherbrooke est, Bureau 1840, C.P.5250, Succursale C, Montréal (Québec) H2X 3M4.

BUDGET 1991: NEWFOUNDLAND
The EPF transfers for postsecondary education

Five year freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 124.8	$ 125.0	$ 125.2	$ 125.3	$ 125.5
Without freeze				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 131.7	$ 137.4	$ 141.5	$ 145.6	$ 150.6
And the loss is,				
million $				
1990-91	1991-92	1992-93	1993-94	1994-95
$ 6.9	$ 12.4	$ 16.4	$ 20.2	$ 25.0



Independent Study Group in University Governance Names New Member

The Executive of CAUT has appointed Prof. Liora Salter as a member of the CAUT study group on university governance to replace Prof. Naomi Griffiths. Professor Salter is currently a professor at Osgoode Hall Law School, York University. She has served as Vice-President (acting), and before that, as Chair of the Department of Communications at Simon Fraser University. She has published on a variety of issues related to regulation, science and the law, and communications policy. Some of her most recent works include *Mandated Science: Science and Scientists in the Making of Standards* (Kluwer, 1989); *Managing Technology: A Social Science Perspective* (with David Wolfe, Garamond, 1990) and "Two Contradictions in the Public Inquiry Process" in Christie et al, *Commissions of Inquiry* (Carswell, 1990). She is currently engaged in a SSHRC (Social Sciences and Humanities Research Council) funded research project on communications and information technology standards.

The study group will be meeting at the Council on May 11th. The members had their first meeting in Ottawa at the time of the January Council and during the next few months the group will focus on background research. During the term of the study, it is expected that a wide range of consultations will be carried out, including some site visits to selected universities.

Nomination d'un nouveau membre au Groupe d'étude indépendant sur la direction des universités

Le Comité de direction de l'ACPU a nommé M^me^ Liora Salter pour remplacer M^me^ Naomi Griffiths au sein du groupe d'étude de l'ACPU sur la direction des universités. M^me^ Salter enseigne présentement à l'école de droit Osgoode de l'Université York. Elle a été vice-rectrice intérimaire de l'Université Simon Fraser et, auparavant, elle a été directrice du département des communications de la même université. Elle a publié sur divers sujets reliés à la réglementation, les sciences et le droit et aux politiques en matière de communication. Ses dernières publications s'intitulent *Mandated Science: Science and Scientists in the Making of Standards* (Kluwer, 1989), *Managing Technology: A Social Science Perspective* (en collaboration avec David Wolfe, Garamond, 1990) et «*Two Contradictions in the Public Inquiry Process*» dans Christie et al, Commissions of Inquiry (Carswell, 1990). Elle participe actuellement à un projet de recherche subventionné par le CRSH sur les communications et les normes technologiques de l'information.

Le groupe d'étude vous rencontrera le 11 mai, lors de l'assemblée du Conseil. Les membres du groupe se sont réunis pour la première fois à Ottawa au moment de l'assemblée de janvier du Conseil. Au cours des prochains mois, le groupe s'attardera à la recherche de documentation. Il faut s'attendre à un grand nombre de consultations pendant la durée de l'étude, y compris quelques visites à des universités choisies.

POSITIONS AVAILABLE / POSTES VACANTS

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

As a service to CAUT members interested in positons available in other countries, the ***Bulletin*** *accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any veritable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.*

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél:(202) 737-5900.

ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1991 or by arrangement. Appointments available until positions filled. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ADMINISTRATIVE STUDIES

ATHABASCA UNIVERSITY, Administrative Studies, Lecturer/ Assistant Professor. Athabasca University is recruiting for a number of term appointments in the Faculty of Administrative Studies at the Lecturer/ Assistant Professor level in the following areas: Organizational Behaviour/ Communications, Management Science/ Operations Management, Productions Management, Accounting/Finance, Strategic Management/Business Policy. Qualifications Ph.D. or DBA preferred. Experience In adult and/or professional education is an asset. Incumbents will be expected to teach in Edmonton and Calgary Salary: $29,015 – $45,533 per annum (pro-rated) supplemented by a generous employer benefit package The university offers a Bachelor of Commerce, Bachelor of Administration and University certificates in Accounting, Administration, Labour Relations and Public Administration It proposes to offer an MBA in the near future Some subject areas will be subject to budgetary approval (decision expected late spring 1991). Athabasca University, Canada's leading open university, is located in the town of Athabasca, Alberta and has regional centres in Edmonton, Calgary and Fort McMurray Letter of application (including the names of three references and a full vitae) should be sent to: Michael T. Balaski, Director, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0 to arrive not later than April 30, 1991

ANATOMY

DALHOUSIE UNIVERSITY, HALIFAX, NOVA SCOTIA. Assistant or Associate Professor. The Department of Anatomy at Dalhousie University is seeking applications for a full time tenure track position which could commence as soon as July, 1991. Candidates must have a Ph.D. and have undertaken postdoctoral training. The ability to teach histology, gross anatomy or neuroanatomy is desirable, and the candidate will be expected to undertake an independent research programme. Current research activities within the department include neurobiology, functional morphology and cell biology Applications should include a curriculum vitae, representative reprints, a summary of present research activities, an outline of future research directions and the names of three referees. Please reply to: Dr. D.A. Hopkins, Professor and Head, Department of Anatomy, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7 The application deadline is April 30, 1991 In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Dalhousie University encourages applications from qualified women, visible minorities, and handicapped persons. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff

ANTHROPOLOGY

UNIVERSITY OF NEW BRUNSWICK. Applications are invited for a tenure track appointment in Prehistoric Archaeology. Subject to budgetary approval, the position is at the rank of Assistant Professor, beginning July 1, 1991. Areas of specialization are open Applicants should have a Ph.D. We have strong undergraduate and M.A. programs which focus on sociocultural anthropology The successful applicant will develop archaeology for our program and must be committed to both research and teaching In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity Applications, including c.v., the names of at least three referees, and one sample of the candidate's writing, should be sent to: Dr. Peter Lovell, Chair, Department of Anthropology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada E3B 5A3 Closing date April 30, 1991

ARCHITECTURE

UNIVERSITY OF TORONTO, The School of Architecture & Landscape Architecture seeks qualified applicants for two tenure-track positions, beginning Fall 1991 DESIGN STUDIO AND COMPUTER APPLICATIONS IN ARCHITECTURE Assistant Professor level. Candidates should possess a professional degree in architecture and significant academic or practice experience in computer applications; professional registration is desirable. Appointment criteria will include previous teaching experience, the quality of creative work, and evidence of commitment to the advancement of architecture through computer applications. The appointee will be expected to coordinate an undergraduate design studio, offer courses on computer applications in architecture and urban design and conduct research and creative work in the School's Design and Modelling Centre HISTORY AND THEORY Assistant or Associate Professor level cross-appointed with the Dept. of Fine Art/History of Art, in the Faculty of Arts & Science Rank and salary commensurate with experience Candidates should possess a professional degree in architecture, and PhD in Architectural History (or be near completion). Both divisions seek a specialist in 20th-century architectural history and theory with a broad knowledge of architectural, urban design and landscape history Appointment criteria will include previous teaching experience and evidence of accomplishment or exceptional promise in scholarship The appointee will be expected to conduct research, supervise graduate students and teach graduate and undergraduate courses in history and theory Candidates for these positions should send a curriculum vitae, examples of scholarly research or publication (e.g. doctoral dissertation), creative work, current teaching materials (if applicable), a statement of interests and goals, and a list of at least three referees to Prof. A. Eardley, Dean, School of Architecture & Landscape Architecture, University of Toronto, 230 College St., Toronto, Ontario M5S 1A1, Canada. The closing date for receipt of applications is 1 May 1991. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University encourages both men and women to apply.

THE UNIVERSITY OF CALGARY Faculty of Environmental Design invites applications for an Assistant Professor of Architecture effective July 1, 1991 This is a five-year limited term position with the potential for conversion to a tenure-track appointment at the end of the five-year period Responsibilities include primary teaching in architectural design, secondary teaching in architectural theory and graphic skill development, supervising graduate students and developing a program in research scholarship and creative activity Applicants should have a professional advanced degree in architecture as well as demonstrated teaching and research abilities. Salary is commensurate with qualifications and experience In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applicants should send a detailed curriculum vitae, the names of three referees and examples representative of research, professional and/or teaching work by April 30, 1991 to Mr. J.L.S. Brown, Chair, Search Committee, Faculty of Environmental Design, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4

ART & DESIGN

UNIVERSITY OF ALBERTA. The Department of Art and Design invites applications for a printmaking studio instructor for the period September 1, 1991 to April 30, 1992, to teach three (3) full courses in printmaking in the areas of intaglio relief and/or screenprinting and lithography Related teaching experience, evidence of an exhibition record, and an M.F.A. or equivalent is required Salary: $20,000.00 plus 4% vacation pay Applications should include a letter of application, a C.V., slides of the applicant's artwork, the names of three references (with addresses and phone numbers) who can be contacted, and if possible, a FAX number Applications should be sent to Dr. Desmond Rochfort, Chair, Department of Art and Design, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta, T6G 2C9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women Application deadline: May 31, 1991

UNIVERSITY OF ALBERTA. The Department of Art and Design invites applications for two (2) sessional appointments in the History of Art and Design for the period September 1, 1991 to April 30, 1992 A Master of Arts degree in the History of Art and Design is required with expertise in one or more of the following areas of specialization: Historical and Contemporary Canadian, Contemporary American or European, General Art History Survey Salary: $19,000.00 (plus 4% vacation pay) subject to available funding Applications should include a letter of application, a c.v., the names of three references (with addresses and phone numbers) who can be contacted, and if possible, a FAX number. Applications should be sent to Dr. Desmond Rochfort, Chair, Department of Art and Design, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta, T6G 2C9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women Application deadline: April 30, 1991

ART HISTORY

BROCK UNIVERSITY. The Department of Film Studies, Dramatic and Visual Arts, Brock University invites applicants for a ten month sabbatical replacement appointment of an art historian/critic in visual arts The Visual Arts Programme (VISA) at Brock offers a studio based curriculum with an emphasis on contemporary art and ideas, theory and criticism The successful candidate will be required to teach the introductory survey; Art and Architecture, 1789 – 1914, and Modern Art, 1914 – 1970. The position commences July 1, 1991 Previous teaching experience at the University level, an MA or PhD in Art History, and publications and/or curatorial work are required The ability to manage a slide library and an interest in feminist theory would be assets Applicants should submit curriculum vitae and three letters of recommendation to Professor M. Morrissey-Clayton, Director, Visual Arts Programme, Department of Film Studies, Dramatic & Visual Arts, Brock University, St. Catharines, Ontario, L2S 3A1 Closing date for submissions is April 30, 1991 In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled

McGILL UNIVERSITY, Department of Art History. McGill University is seeking an established scholar to Chair its Department of Art History The position offers unusual opportunities in that the department is expected to develop its undergraduate and graduate programs This expension will take place particularly in the area of the History of Architecture, and in cooperation with the School of Architecture, with which the department already has close ties. The resources available in Montreal, which include the Canadian Centre for Architecture, provide unique facilities for the development of research and the graduate program The successful applicant will command international respect in the field, preferably in the area of the History of Modern Art and Architecture, and have administrative experience The position will be open until filled and those interested in the position should write to Dean Michael P. Maxwell, Faculty of Arts, McGill University, 853 Sherbrooke St. West, Montreal, Quebec H3A 2T6, enclosing a c.v.

ASIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA Position in Hindi Language and South Asian Studies. Applications are invited for an eight- to twelve-month leave replacement position at the Assistant Professor level to teach courses in Hindi language and South Asian Studies in the 1991-1992 academic year Completed or near-completed Ph.D. required, as is a very good command of spoken and written Hindi. Some language teaching experience outside India necessary. Salary commensurate with qualifications. Send curriculum vitae, copies of publications and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C. Canada V6T 1W5 The deadline for receipt of applications is May 31, 1991 UBC encourages qualified women and minority applicants In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF BRITISH COLUMBIA Position in Indian Studies. Applications are invited for a sessional two-thirds time leave replacement position

CAUT/Group Insurance

CAUT members are entitled to apply for these low-cost plans:

1. **LIFE INSURANCE** up to $500,000.
2. **PERSONAL ACCIDENT INSURANCE** ($150,000).
3. **FAMILY LIFE INSURANCE** for spouses and children of members.
4. **PROFESSIONAL PROPERTY INSURANCE** books, computers, etc.

For complete details, brochures, applications, premium costs, etc. mail the coupon to:

Pour obtenir des détails complets, brochures, formules d'adhésion, tableaux des primes, etc. postez le coupon à:

KANATIA

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1.

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursle C, Ottawe, Canade K1Y 4G1.

l'ACPU/Assurance Collective

Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:

1. **ASSURANCE-VIE** jusqu'à $500,000.
2. **ASSURANCE PERSONNELLE EN CAS D'ACCIDENT** ($150,000).
3. **ASSURANCE-VIE POUR LA FAMILLE** sur la vie du conjoint et des enfants des membres.
4. **RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS** livres, ordinateurs, etc.

Please send me information outlining the CAUT Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance de l'ACPU.

Name/Nom _____

Address/Adresse _____

City/Ville _____ Province _____ Code _____

to teach courses in Indian history and culture in the 1991-1992 academic year. Completed or near-completed Ph.D. required. Salary commensurate with qualifications. Appointment period September 1, 1991 – April 30, 1992. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C. Canada V6T 1W5. The deadline for receipt of applications is May 31, 1991. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Endowed Chair in Environmental Science. Applications and nominations are sought for an Endowed Chair in Environmental Science within the Department of Biological Sciences at Simon Fraser University. The successful candidate for this senior faculty position is expected to be a leading researcher in environmental science and to have a proven ability to lead a strong research team that would integrate with other strengths in the department such as environmental toxicology. The individual will be expected to participate in teaching and to assist in the promotion and development of a programme in Environmental Science. Applications should be forwarded by 1 May, 1991 to: Dr. B.A. McKeown, Chairman, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C., V5A 1S6. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This advertisement is directed to applicants who at the time of application are eligible for employment in Canada.

BIOLOGY

THE KING'S COLLEGE, a Christian liberal arts college offering 3-year B.A. and B.Sc. degrees, is inviting applications from women or men for a full-time tenure track vacancy in Biology (Ecology). This position involves teaching either introductory botany or introductory zoology, and several principles of ecology, limnology, invertebrate zoology, microbiology, and mammalian physiology. Teaching load is moderate and research is expected. A Ph.D. is required as well as agreement with the College's Christian Statement of Faith. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's College, Dept. 401, 10766 – 97 St., Edmonton, AB T5H 2M1, (403) 428-0727. The King's College is an equal opportunity employer, but in accordance with Canadian Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

BIOMECHANICS

UNIVERSITY OF GUELPH. The School of Human Biology at the University of Guelph, which is expanding its commitment to Biomechanics, invites applications for a tenure-track position at the Assistant Professor level in the area of Biomechanics. Preference will be given to individuals whose interests are in Occupational Biomechanics. Applicants should have a Ph.D. or equivalent with postdoctoral experience being an asset. The successful candidate's responsibilities will include teaching in an area of Biomechanics in the undergraduate programs of the School, supervision of graduate students and the development of a strong research program. The School of Human Biology offers undergraduate BSc programs in Human Kinetics and in Human Biology that have a total enrolment of 500 students. The School, which presently offers the MSc degree, is firmly committed to expanding its role in graduate work and is in the process of developing a doctoral program based on research strength in Physiology, Biological Anthropology and Biomechanics. Applications for this position should include a curriculum vitae, 2 representative publications and the names of 3 referees. Applications, which will be accepted until the position is filled, or requests for further information should be sent to: Chair of the Search Committee, School of Human Biology, University of Guelph, Guelph, Ontario, Canada N1G 2W1, FAX: 519-767-1656. Review of applications will commence April 15, 1991. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval.

BUILDING ENGINEERING

CONCORDIA UNIVERSITY. Opportunities for research assistant positions/research associates/post-doctoral fellows are available at the Centre for Building Studies, Concordia University. Applicants should hold a doctorate and have research publications. Appointments will be made in one or more of the following areas: building envelope, indoor air quality, computer-aided facility design, wind effects on buildings. In accordance with Canadian immigration requirements, first priority will be given to Canadian citizens and permanent residents. Women are particularly encouraged to apply. Applications should include curriculum vitae and the names of three referees and should be addressed to Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

BUSINESS ADMINISTRATION & COMMERCE

McMASTER UNIVERSITY, Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting, (ii) Finance, (iii) Marketing/International Business/Business Policy; Rank of Assistant, Associate or Professor, depending on qualifications and experience. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. All positions subject to budgetary approval. Applications should be sent to: Dr. William G. Truscott, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1991 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

WILFRID LAURIER UNIVERSITY. Applications are invited for positions in the areas of Accounting, Finance, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1991-92 academic year. Qualifications: PhD or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. The University welcomes applications from all qualified women and men. Applications accepted until positions are filled. Positions are subject to budget approval. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business and Economics, Wilfred Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Administration invites applications for a sabbatical replacement in Management Science for the 1991-92 academic year, subject to final budgetary approval. Minimum qualifications would be an MBA with specialization in Management Science, or the equivalent. This position will involve teaching at the undergraduate level; relevant teaching, research and business experience is desirable. Salary and rank will depend on qualifications and experience. Please submit a curriculum vitae and the names, addresses and telephone numbers of three referees to Dr. Peter McGehan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

ATHABASCA UNIVERSITY, Administrative Studies, Lecturer/Assistant Professor. Athabasca University is recruiting to a number of term appointments in the Faculty of Administrative Studies at the Lecturer/Assistant Professor level in the following areas: Organizational Behaviour/Communications, Management Science/Operations Management, Productions Management, Accounting/Finance, Strategic Management/Business Policy. Qualifications: Ph.D. or DBA preferred. Experience in adult and/or professional education is an asset. Incumbents will be expected to teach in Edmonton and Calgary. Salary: $29,015 – $45,533 per annum (pro-rated) supplemented by a generous employer benefit package. The university offers a Bachelor of Commerce, Bachelor of Administration and University certificates in Accounting, Administration, Labour Relations and Public Administration. It proposes to offer an MBA in the near future. Some subject areas will be subject to budgetary approval (decision expected late spring 1991). Athabasca University, Canada's leading open university, is located in the town of Athabasca, Alberta and has regional centres in Edmonton, Calgary and Fort McMurray. Letter of application (including the names of three references and a full vitae) should be sent to: Michael T. Balaski, Director, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0 to arrive not later than April 30, 1991.

CERAMICS

CONCORDIA UNIVERSITY – Faculty of Fine Arts. The Department of Sculpture, Ceramics & Fibres invites applications for the following position commencing with the 1991-92 academic year, subject to budgetary approval: Assistant Professor, Ceramics – Tenure Track. The Department of Sculpture, Ceramics and Fibres offers a BFA degree with a Major in Sculpture, a Major in Ceramics and a Major in Fibres. In addition the department continues to offer courses in each of these areas for students in the Majors in Studio Art, Art History and Studio Art, Art Education and Interrelated Arts. The department also offers a Master of Fine Arts degree in each programme. Applicants should show an interest in participating in a department that shares common goals in the pursuit of excellence and a sensitivity to the interrelationship of the three departmental units. Applicants should have expertise in a range of both traditional and non-traditional ceramics techniques and the ability to teach both handbuilding and throwing. Experience with a variety of high and low-temperature firing processes is essential. The successful candidate must be prepared for teaching assignments at either undergraduate or graduate levels. In addition full participation in the ongoing administrative activities of the department and Faculty of Fine Arts is expected. An MFA or equivalent, evidence of ongoing commitment to personal creative research, previous university/college level teaching experience and a strong desire to contribute to a demanding undergraduate and graduate curriculum are all central to this position. Being bilingual would be considered an asset. The position begins August 1, 1991. Salary level is commensurate with qualifications and prior experience. Applications should include curriculum vitae, the names of three referees, slides of recent artwork and slides of student artwork. Send to: Chair – Search Committee, Concordia University, Department of Sculpture, Ceramics & Fibres, VA Building, Room 262, 1395 Rene Levesque West, Montreal, Quebec H3G 1M8. Deadline for receipt of applications is April 30, 1991. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

CHEMISTRY

McMASTER UNIVERSITY. Department of Chemistry. Research Associateship in Synthetic Main-Group Inorganic Fluorine Chemistry and Multi-Nuclear Magnetic Resonance Spectroscopy. Applications are solicited from qualified applicants for the position of Research Associate in synthetic main-group inorganic fluorine chemistry and multi-NMR spectroscopy. The candidate must have a Ph.D. in main-group inorganic chemistry and at least three years of Postdoctoral experience in synthetic main-group fluorine chemistry and NMR spectroscopy. It is required that the applicant be fully conversant in working with reactive, air-sensitive materials including elemental fluorine, as well as a knowledge of metal vacuum line procedures. The applicant must also have hands-on experience in working with NMR spectrometers. Research duties include the synthesis and characterization of high-energy-density fluorine compounds in conjunction with research sponsored by the Astronautics Laboratory, Edwards Air Force Base, California. The appointment is to be filled as soon as possible in 1991, and is renewable on a year to year basis for a maximum of three years. Applications will be accepted until April 30, 1991. Salary will be commensurate with qualifications and experience. Applicants should send a detailed resume, including the names and addresses of three references to: Prof. G.J. Schrobilgen, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada L8S 4M1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Chemistry – Tenure Track Position. The Department of Chemistry at St. Francis Xavier University invites applications for a tenure track position (subject to budgetary approval) for 1991-92. While the department is primarily interested in applicants in the areas of physical or inorganic chemistry, applicants in all fields are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae, a list of publications, a summary of research interests, an outline of proposed research and the names and addresses of at least three referees should be forwarded by April 30, 1991 to: Dr. David L. Bunbury, Chair, Department of Chemistry, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0.

ST. FRANCIS XAVIER UNIVERSITY. Chemistry – Sabbatical Replacement. St. Francis Xavier University invites applications for a sabbatical replacement (8 month) position in the Department of Chemistry commencing September 1, 1991 (subject to budgetary approval). Candidates must be prepared to teach and supervise laboratories in the areas of analytical chemistry and chemical instrumentation. A Ph.D. or equivalent is desirable. The successful applicant should have a strong interest in teaching Chemistry at the undergraduate level. A curriculum vitae and the names of three referees should be forwarded by April 30, 1991 to: Dr. David L. Bunbury, Chair, Department of Chemistry, St. Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. In accordance with Canadian immigration requirements preference will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA Research Associate in molecular modelling and drug design. The person sought should possess a Ph.D. in computational or theoretical chemistry and have experience in molecular modelling software development and maintenance. Experience in modelling DNA-ligand interactions and docking of ligands into DNA duplexes on UNIX-based workstations is highly desirable. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Salary range, depending on qualifications and experience, $22,000 to $25,000. Applicants should arrange to have sent by April 30, 1991, at least two letters of recommendation to Professor J. William Lown, Department of Chemistry, University of Alberta, Edmonton, Alberta, T6G 2G2. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

CHILD STUDIES

BROCK UNIVERSITY. Pending budgetary approval, the Child Studies Program at Brock University will have a one year temporary position beginning 1 July 1991, at the Assistant Professor level. Child studies is a large interdisciplinary program with participating faculty from Psychology, Sociology, Education, and Physical Education/Recreation. Individuals with a Ph.D. or A.B.D. from one of these disciplines with research and teaching interests in child development are encouraged to apply. Please send curriculum vitae, three letters of reference and sample publications to: Wm. James Wagner, Director, Child Studies Program, Brock University, St. Catharines, Ontario, Canada L2S 3A1

The University of Manitoba

HEAD

DEPARTMENT OF EDUCATIONAL PSYCHOLOGY

The Faculty of Education at the University of Manitoba invites applications and nominations for the position of Head, Department of Educational Psychology. The appointment as head is for a term of up to seven years, and is coupled with a tenure or tenure track appointment in the department with rank appropriate to qualifications. Appointment could commence July 1, 1991 or at a mutually agreeable earlier time. The position is subject to final budgetary approval.

The Department has 13 full-time faculty members and participates in the B.Ed., M.Ed. and Ph.D. degree programs and a professional development certificate program for teachers and specialists offered by the Faculty of Education. At the M.Ed. level, the Department's specializations include Counsellor Education, Early Childhood Education, Instructional Design and Evaluation, and Special Education.

The successful candidate is expected to provide leadership in furthering the teaching, research and service activities of the Department. A Ph.D. degree in a specialization of Educational Psychology is required along with a record of successful experience in educational settings and an ability to work productively with academic and professional organizations. School teaching experience will be considered an asset.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. Priority will be given to Canadian citizens and permanent residents.

Applications or nominations must be received on or before APRIL 30, 1991. Each candidate is invited to submit a copy of his/her Curriculum Vitae, together with representative publications and the names of at least three referees. Please direct submissions to: **DR. JOHN STAPLETON, DEAN, FACULTY OF EDUCATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.**

The University of Botswana

ASSOCIATE PROFESSOR/PROFESSOR OF PHYSICAL EDUCATION

Applications are invited from suitably qualified persons for the position of **ASSOCIATE PROFESSOR/PROFESSOR OF PHYSICAL EDUCATION AT THE UNIVERSITY OF BOTSWANA.**

Commencing September 1, 1991, or at a mutually agreeable date, the appointment will be for an initial period of two years and may be renewed. An attractive remunerative package with bonuses, and a benefits package which includes housing, education, car allowance and medical insurance is available.

The successful applicant will be expected to develop and carry out a programme of staff development for this newly-formed department in the Faculty of Education, to develop and teach a programme of teacher and coach education, to conduct evaluation of physical education in the University and its affiliated institutions, and to oversee the provision of intra-mural sports for both staff and students. The promotion of research and publication in physical education, and the dissemination of research, will be the responsibility of the position.

Applicants will have a minimum of a Master's degree in Physical Education, with preference being given to applicants with a completed Ph.D. At least three year's experience at Assistant Professor level in a Canadian university or comparable institution is required for the position of Associate Professor, and five years' experience at Associate Professor level for the position of Professor. Applicants will have demonstrated strong organizational, teaching, and human relations skills, as well as evidencing a good record of research and publication in Physical Education. Preference will be given to those with prior experience in administering a Physical Education department.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. Applications, including a current curriculum vitae and the names of three academic referees, should be forwarded, not later than MAY 15, 1991, to: **DR. RICHARD A. LOBDELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2, (204) 474-8418, acting on behalf of the University of Botswana.**

PRINCIPAL

Renison College

Affiliated with the University of Waterloo

Renison College invites applications and nominations for the position of Principal. The initial five-year appointment will begin on July 1, 1992 or as soon as possible thereafter. Affiliated with UW and within the jurisdiction of the Anglican Diocese of Huron, Renison College seeks to provide its students with the advantages of study in a small liberal arts college within a major university. The College's academic offerings are focused on its interdisciplinary Social Development Studies program intended for students interested in such professions as social work, teaching, theology, law and public administration. In addition to courses in Social Work, Psychology, Sociology and Interdisciplinary Social Science which support this program, the College also offers courses in East Asian Culture, Chinese, English, Fine Arts, Japanese and Religious Studies. The College employs more than 60 people, including 40 faculty (12 full-time) and 10 full-time academic support staff; enrolment is approximately 800, including 300 full-time undergraduates and a total of about 5,000 student courses taught (about 30% by correspondence). Renison residences accommodate 74 men and 91 women; its library supplements the collections of other campus libraries. The annual College budget is slightly more than $3 million; total UW enrolment is approximately 25,000.

The successful candidate will have a proven record of scholarship, teaching and administration. Applications and nominations will be treated in confidence; where possible they should be accompanied by a detailed curriculum vitae and the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience. This material should be directed by May 31, 1991 to:

Search Committee Chairman
Renison College
Waterloo, Ontario
N2L 3G4

Renison College encourages nominations of and applications from qualified Canadian candidates. A thorough grounding in the Anglican faith will be seen as an essential qualification.

McMaster University

The Department of Chemistry at McMaster University invites applications for a tenure track appointment at the level of Assistant Professor, effective January 1, 1992. Successful candidates will be expected to conduct research and to teach at the graduate and undergraduate level. Applicants should have a recent Ph.D. and some postdoctoral experience.

The Chemistry Department is seeking applications from strong candidates in the areas of Analytical, Inorganic (synthetic/molecular, preferably) and Experimental Physical Chemistry. Outstanding candidates in other areas will be considered. Applications consisting of a CV, a Research Proposal, and the names and addresses of three referees should be sent to Dr. B. E. McCarry, Chair, Department of Chemistry, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M1 by June 15, 1991.

While this advertisement is directed primarily to Canadian citizens and permanent residents, qualified non-Canadians are encouraged to apply for this position.

Applications will be accepted until May 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified male candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled

COMPUTER SCIENCE

ACADIA UNIVERSITY. Jodrey School of Computer Science. Applications are invited for a nine-month appointment in Computer Science beginning August 21, 1991. Teaching duties will be: 1. Introductory Programming in Pascal for majors. 2. Data Structures in Modula-2 for majors. 3. Introduction to Computer Science for non-majors. Candidates should preferably posses a PhD in Computer Science or equivalent. Send curriculum vitae and namas and addresses of three referees to: Dr L.H. Oliver, Director, Jodrey School of Computer Science, Acadia University, Wollville, NS B0P 1X0. For further information, write to the above address, phone (902) 542-2201, or e-mail oliver@AcadiaU.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

UNIVERSITY OF GUELPH. Department of Computing & Information Science. Applications are invited for tenure-track faculty positions at the Assistant Professor level. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied computing science. Candidates with proven research abilities and an earned Doctorate in Computing Science will be considered; preference will be given to applicants with expertise in Artificial Intelligence or Human-Computer Interaction but candidates with expertise in other fields of interest to the department will also be considered. The department has a total of 13 full-time faculty, with active research groups in Human-Computer Interaction, Expert Systems and Uncertainty Management, Image Processing and VLSI/CAD and hopes to fill 2 or 3 positions in 1991. A wide range of equipment is available for teaching and research, including, microcomputer labs (IBM, Apple), an extensive workstation environment — Dec, Sun, Iris, NEXT, Sequent on an Ethernet — mainframe access (IBM 3081D), and connection to Internet and NetNorth/Bitnet. Salary will be commensurate with qualifications and expenence. Letters of application, curriculum vitae, and three reference contact names should be forwarded to the Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. The appointment will commence 1 July 1991, or as soon as possible thereafter. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and statt. We therelore particularly encourage applications trom qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women In accordance with Canedian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Alt appointments are subject to tinal budgetary approval.

LAURENTIAN UNIVERSITY. The Department of Mathematics and Computer Science at Laurentian University invites applications for a tenure track position in computer science to begin on July 1, 1991. Applicants should have a Ph.D. in computer science and a proven research record or strong evidence of research potential. An appointment at a senior rank may be possible Although applicants from all areas of computer science will be considered, we are especially interested in candidates with interests in the industrial applications of computer science. The department offers comprehensive honours degree programmes in Computer Science and Mathematics A postgreduate pro gramme is currently being planned. The department's computing resources include a DEC System 3100 running UNIX, a small network of Sun-3 workstations and many personal computers. The city of Sudbury is a regional service centr e for northeastern Ontario and provides many opportunities for research in the resource sector. In addition to undergraduate teaching and participation in university governance, Laurentian University has an employment equity policy. Applications from qualified women are particularly encouraged. Bilingualism (English/French) and the abiity to teach some mathematics would be assets In conformance with the requirement of Immigration Canada priority will be given to Canadian citizens and permanent residents. Applications will be accepted until June 1, 1991. Candidates should forward a curriculum vitae and the names of three references to Dr. D. Goldsack, Dean ot Science and Engineering, Laurentian University, Sudbury, Ontario, Canada, P3E 2C6, or by electronic mail to charr@ramsey.cs.laurentian.ca.

DANCE

UNIVERSITY OF WATERLOO. The Dance Department, Faculty of Applied Health Sciences, at the University of Waterloo, invites applications for the position of Chair of the Department. This is a tenure track position with rank and salary commensurate with qualifications. The Chair's responsibility includes feadership of the academic program which is focused on dance as an expressive art form rooted in the theatre of the Western world. The evolution of the work of art, the development of the performei, and the creation, preservation, appreciation and evaluation of dance are examined through academic study and studio experience. The Chair will also be expected to foster a cooperative relationship between the Dance Department and the other University departments concerned with the Fine and Performing Arts. Applicants will have a background appropriate to the activities of the Department as outlined above. In addition, an M.A., M.F.A., or Ph.D. or equivalent, is required Besides administration of the Department, the successful candidate will be expected to teach undergraduate courses, including the history of dance, and to carry on relevant scholarly/artistic activity The appointment will begin September 1, 1991 or as soon as possible after that date. In order for an application to be complete, the curriculum vitae of the candidate, and three letters of reference, sent directly from the referees, are required The deadline for receipt of applications is April 30, 1991 and in accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Applications should be sent to Dr. R.G Martenluk, Dean, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1 The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ECONOMICS

THE UNIVERSITY OF CALGARY Department of Economics invites applications for two tenure-track academic positions at the Assistant Professor level effective July 1, 1991 All specializations will be considered, although appointees should be able to teach at the advanced undergraduate and graduate levels The Department is looking for individuals who will be effective teachers and active research scholars. Applicants should have PhD degrees in economics (or be near completion) In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equitty Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applicants should send a curriculum vitae and the names of three relerees before april 30, 1991 to: Head, Department of Economics, The University of Calgary, 2500 University Drive N W., Calgary, Alberta, T2N 1N4

EDUCATION

LAKEHEAD UNIVERSITY. The School of Education at Lakehead University invites applications for a probationary (tenure track) appointment in educational administration commencing July 1, 1991. Applicants should hold a doctorate or be near completion, and should have school teaching experience. Duties include teaching in the preservice (B.Ed.) program, graduate supervision and teaching, and supervision of student teaching. Some off-campus teaching may be required. Salary and rank will be commensurate with qualifications and experience. This appointment is subject to budgetary approval. Applicants should submit a curriculum vitae and the names and addresses of three referees to: Dr. A.D. Bowd, Director, School of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. Closing date for applications and supporting material is May 15. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF VICTORIA. Faculty of Education. The Department of Social and Natural Sciences wishes to appoint a Tenure Track Assistant Professor in elementary science education. The majority of the teaching responsibility will be in the undergraduate program. Potential candidates should have a Ph.D. or Ed.D (science education), teaching experience and active research egenda. Academic science eduoation background should contain earth-space science or physical science, and learning theory. Background in computer application in the elementary classroom is desirable. Research agenda in teaching/learning from a cognitive science perspective would be an asset. Primary or early intermediate teaching experience is highly desired Effective date of eppointment will be July 1992 In accordance with Canadian immigration requirements, preference is given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to epply. Applications, which should include curriculum vitae, names ot three referees and official transcripts of university course work, should be sent before June 15, 1991 to: Dr. Larry Yore, Chair, Department of Social and Natural Sciences, Faculty of Education, University of Victoria, P.O Box 3010, Victoria, B.C. V8W 3N4

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Mathematics and Science Education at The University of British Columbia invites applications for a full-time, tenure-track, ecedemic appointment at the assistant professor level. The appointment will become effective July 01, 1991, and is subject to linel budgetary approval Computer Applications/Business Education, Assistant Professor: Applicants for this position must have completed e doctorate, teaching experience at the secondary school level in the area of business education preferred. The position will essist the Faculty in redefining business education and raising the profile of technology in education. Duties will include teaching general computer applications and computer related business education courses at both the undergraduate and graduate levels, supervision of graduate students and student teachers, and development of an activn program of research and publication. Salary to $43,000 The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is April 30, 1991. Letters of application, curriculum vitae, the names, addresses and phone and phone/fax numbers of three referees, a statement of research interests and one published article (if available) should be sent to: Dr. David Robitaille, Head, Department of Mathematics and Science Education, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, B.C. V6T 1Z4

CONCORDIA UNIVERSITY. The Centre for Teaching English as a Second Language invites applications for two (2) 10-month (1 August 1991 – 31 May 1992) full-time positions at the rank of Lecturer for methodologists in English-second-language teaching. Responsibilities will include the clinical supervision of student teachers and the teaching of undergraduate courses in the field of classroom methodology. The successful candidate will be bilingual (English/French), possess at least an M.A. degree in applied linguistics, and have demonstrated experience in the practical aspects of second language education. Minimum salery for the lecturer is $27,642 per annum. Applications with curriculum vitae and names of three referees, should be sent to Dr. Bruce Barkman, Acting Director, TESL Centre, Concordia University, 1455 de Maisonneuve Blvd W., Montreal, Quebec H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity.

ST. FRANCIS XAVIER UNIVERSITY MUSIC DEPARTMENT

Trumpet Performer/Lecturer in Jazz Studies.

Duelifications include Master's Degree minimum; professional credits and evidence of a strong teaching background

Duties to include performing in an in-residence jazz sextet, actively recruiting and maintaining a strong trumpet studio, and teaching assignments as follows: undergraduate theory, jazz theory, arranging, jazz history (styles). (Dependent on individual strengths.)

Candidates are requested to send a tape, curriculum vitae, university transcripts, and three current letters of reference to: **Chair, Music Department, Box 108, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0** Deadline April 30, 1991

This ad is first directed to Canadian citizens and permanent residents in accordance with immigration regulations

UNIVERSITE LAURENTIENNE, SUDBURY (ONTARIO). L'Ecole des Sciences de L'Education. L'Université Laurentienne est a la recherche des services à temps complet de deux (2) professeur-e-s pour assumer des tâches d'enseignement à la formation initiale et continue des enseignant-e-s (B Ed. et qualifications additionnelles), à partir du 1 juillet 1991 En plus d'être détenteur-trice d'un doctorat ou d'une maitnse et d'avoir une connaissance de l'éducation franco-ontarienne, l'une des candidat-e-s doit avoir une spécialisation et de l'expérience dans l'enseignement des mathématiques et de l'utilisation des ordinateurs dans la salle de classe Tenant compte des qualifications et de l'expérience, le rang et le salaire seront établis conformément à la Convention collective Les personnes intéressées doivent faire pervenir aussitôt que possible leur demande d'emploi, leur curriculum vitae et trois noms pour fins de référence au: Comité de sélection, Ecole des sciences de l'éducation, Université Laurentienne, Chemin du lac Ramsey, Sudbury, (Ontario), P3E 2C6 L'Université Laurentienne applique une politique d'équité dans l'emploi. Ce poste est offert également aux femmes et aux hommes. Conformément aux exigences prescrites en matère d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'annonce restera en vigueur jusqu'au moment ou le poste sera comblé.

UNIVERSITY OF NEW BRUNSWICK. The Division of Curriculum & Instruction, Faculty of Education, invites applications for a tenure track position in

University of Prince Edward Island

DEAN

School of Nursing

The University of Prince Edward Island invites applications and nominations for the position of Dean of the new School of Nursing. Prince Edward Island is making the transition from diploma to degree preparation for all nursing students. The School of Nursing will offer a four year integrated baccalaureate program in nursing which will include comprehensive learning experiences based primarily in Charlottetown.

The first class of approximately 32 baccalaureate students will enter in September, 1992. It is expected that the School will consist of 7 full-time and 7 part-time academic staff, 2 support staff and just under 200 students when fully operational. The School will be an integral part of the University community of some 2500 full-time and 900 part-time students registered in four Faculties and a School of Business Administration.

The Dean will be the senior academic officer at the School, reporting directly to the University President. The Dean will be expected to provide strong and imaginative leadership in the development of the School's contribution to the quality of education and health care on Prince Edward Island.

The successful candidate will have a distinguished career record, knowledge of current directions of professional education, research and practice, and have experience in teaching, scholarship and administration. He/she will have a minimum of a master's degree in nursing, an earned doctoral degree and be eligible for registration with the Association of Nurses of Prince Edward Island.

The term of appointment will be for 6 years commencing September, 1991, or by arrangement. The salary is commensurate with experience and qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Prince Edward Island is committed to employment equity.

Applicants should forward a letter of application with curriculum vitae and have references sent by three referees by May 1, 1991 to:

Dr. M.F. Munro
Chairperson, Search Committee
University of Prince Edward Island
Charlottetown, P.E.I.
C1A 4P3

Co-ordinator for the Status of Women

Carleton University is seeking a Co-ordinator for the Status of Women. Reporting to the President, the Co-ordinator advises on matters of policy and on problems concerning women's issues for students, members of faculty, staff and management. The incumbent provides leadership in the solution of such problems, develops policy on women's issues as recommendations to the President and anticipates trends of relevance to women's status at the University. The incumbent is one of two Advisors on Sexual Harassment and is responsible for the application of the policy, is Chair of the Presidential Advisory Committee for the Status of Women, and is Co-Chair of the Presidential Advisory Committee on Personal Safety.

The successful candidate will have considerable experience and involvement in women's issues, preferably in a University setting, and will possess strong interpersonal and negotiating skills. Candidates with a Ph.D. or equivalent will be given preference. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply. The normal hiring salary range is $48,282 to $58,880, and the effective starting date is July 1, 1991 or as soon as possible.

Nominations, letters of application and resumés should be forwarded by April 30, 1991 to: Office of the President, Carleton University, Ottawa, Ontario, K1S 5B6

CARLETON • UNIVERSITY

THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT PROFESSOR

Department of Bio-Resource Engineering

Applications are invited for a full-time tenure track assistant professor position starting September 1, 1991. Applicants should have a Ph.D. in Bio-Resource Engineering, Agricultural Engineering or a related field. Post doctoral experience would be an asset. The successful applicant will be expected to conduct research and teach in

Aquacultural Engineering

Experience in microprocessor instrumentation and/or food process engineering is preferred. Applications, including a full curriculum vitae and names of at least three referees should be sent to:

Dr. S.T. Chieng
Chair, Search Committee
Department of Bio-Resource Engineering
The University of British Columbia
2357 Main Mall
Vancouver, B.C.
Canada V6T 1W5

Closing date for applications July 31, 1991, or until position filled. The salary will be commensurate with experience.

The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

This position is subject to final budget approval.

Early Childhood Education at the rank of Assistant Professor (subject to budgetary approval) We are seeking candidates with a strong commitment to both scholarly activity and teaching They must possess expertise in integrated curriculum, experiential learning and informal education. A commitment to field development in some aspect of Early Childhood Education is essential. Preference will be given to candidates who have demonstrated excellence in teaching young children or their parents, and for whom interdisciplinary cooperation is a strong priority Ideally candidates will have one of the following research interests: play, maternal practices in teaching, early intervention, early literacy, parental/community education. Other areas of specialization will be considered Applicants should have completed or be nearing completion of a doctoral degree in education. A letter of application, curriculum vitae and the names of three referees should be submitted to Dr Timothy G Cooper, Chairperson, Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, Bag Service #45333, Fredericton, NB E3B 6E3 Closing date for applications is May 31, 1991 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada UNB is committed to the principle of equity in employment and offers equal employment opportunities to all applicants

ENGINEERING

LAKEHEAD UNIVERSITY. The Department of Mechanical Engineering at Lakehead University invites applications for a probationary (tenure track) position at the Assistant Professor level. Applications are invited from all areas of Mechanical Engineering, but preference will be given to persons specializing in Solid Mechanics with an interest in one or more of the following areas vibrations and dynamics, machine design, computational mechanics and stress analysis. The successful candidate should hold a Ph.D in Mechanical Engineering and be able to teach effectively at the undergraduate level and be committed to the development of a significant research program This position is subject to final budgetary approval. Applicants should submit a curriculum vitae and the names and addresses of three referees to Dr J.G. Locket, Director, School of Engineering, Lakehead University 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Lakehead university is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

CARLETON UNIVERSITY, Faculty of Engineering, Department of Systems and Computer Engineering. Applicants are invited for a faculty position at the assistant/associate professor level The candidate should be ready to teach, and should have demonstrated capability in research, in one or more of: software specification and design, testing and validation, formal methods and verification, software modeling, tools and tool integration, the software process, reliability and real-time systems. The Real Time and Distributed Systems Group in the department has an active research program in software design and modelling for real-time systems, design tools and methods, software performance, the use of logic programming and expert systems, and in applications in parallel processing, signal processing and communications software Six professors, four research engineers, and about twenty graduate students work in this group. Its design methods and tools are used by a world-wide network of laboratories. It is part of TRIO, the Telecommunications Research Institute of Ontario. The group's facilities include SUN-3 and SUN-4 workstations, transputers, an extensive and supported library of software tools and a fifteen-processor Industrial 68020-based multiprocessor for prototyping parallel software Membership, or eligibility for membership in a Canadian professional engineering association is preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons Interested persons from these groups are encouraged to apply. Send a curriculum vitae and names of references to: Dr. S.A. Mehmoud, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario K1S 5B6, Fax (613) 788-5727.

CARLETON UNIVERSITY, Faculty of Engineering, Department of Systems and Computer Engineering. Applicants are invited for appointments at assistant/associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as computer architecture and hardware, signal processing, microprocessors and digital electronic circuits A strong computer systems hardware/software and communications interface is required The department has extensive laboratory facilities for undergraduate teaching and for advanced research work. Faculty members are expected to participate in the large graduate studies program Applicants shall have a Ph.D. degree or equivalent in electrical or computer engineering. Membership, or eligibility for membership in a Canadian professional engineering association is preferred In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons Interested persons from these groups are encouraged to apply. Send a curriculum vitae and names of references to: Dr. S.A. Mehmoud, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario K1S 5B6, Fax: (613) 788-5727

UNIVERSITY OF NEW BRUNSWICK. Mechanical Engineering. Applications are invited for a tenure track position at the Assistant Professor level. The department is looking for research expertise in computer-aided manufacturing, oi design, or in automatic control. Candidates should have completed a Ph.D. degree. Be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applicants with a curriculum vitae and the names of three referees should be sent to: Dr. H.G. Davies, Chairman, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. (This position is subject to budgetary approval).

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Civil Engineering. Applications are invited for a tenure track position at the Assistant/Associate Professor level in the field of Structural Engineering with interest in Design of Concrete Structures. The successful candidate will be expected to teach general Civil Engineering undergraduate courses, and to be actively involved in graduate teaching and research. Experience and expertise in the design and behaviour of Concrete Structures is essential. Qualifications should include an undergraduate engineering degree, a Ph.D. in Structural Engineering, and registration as a Professional Engineer Deadline for applications is April 30, 1991, with an appointment to be made effective September 1, 1991, or January 1, 1992, depending on availability of the selected candidate. The position is subject to final budgetary approval with a salary commensuate with qualifications and experience In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit application, including a personal resume and the names of three referees to: Dr. W.K. Oldham, Head, Civil Engineering Department, The University of British Columbia, 2324 Main Mall, Vancouver, B.C. V6T 1W5. The University of British Columbia encourages qualified women and minority applicants.

THE UNIVERSITY OF BRITISH COLUMBIA. Chemical Engineering Position. Applications are invited for a tenure track appointment at the Assistant Professor rank This department has active research programs in fluidization engineering, biochemical engineering, and pulp and paper engineering, and is looking for someone who can initiate a vigorous research program in other fields such as thermodynamics, polymer processing, hydrocarbon processing or petrochemical engineering. The successful candidate will be expected to teach basic chemical engineering core courses as well as graduate courses in his or her research field Candidates should have a Ph.D. (preferable) or M.A.Sc. in Chemical Engineering or in a closely related field. The salary will be commensuate with experience. Starting date will be September 1, 1991 or after. Apply in writing before April 30, 1991, enclosing a curriculum vitae, names and addresses of at least three references and a summary of your teaching and research interests to: Dr. K.L. Pinder, Head, Department of Chemical Engineering, University of British Columbia, 2216 Main Mall, Vancouver, B.C. V6T 1W5; Telephone: (604) 228-2583; Fax: (604) 228-6904. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The position is subject to final budgetary approval

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Electrical Engineering, The University of British Columbia, invites applications for at least two tenure-track appointments as Assistant Professor in the general area of electronics or microwave circuits Areas of interest include III-V semiconductor devices, analog electronic circuits including analog VLSI or integrated electronic sensors, and microwave or millimeter wave devices and circuits. A Ph.D. is required. Industrial and/or teaching experience would be useful. The successful applicant would be expected to pursue research vigorously, and to teach at the graduate and undergraduate levels. Collaboration with other departments will be facilitated though the new Advanced Materials and Processing Laboratories. Salary is commensuate with qualifications and experience. Start-up funding is available for purchase of equipment and support of graduate student research assistants. The position is available as of July 1, 1991. Priority will be given to applications received before May 31, 1991. To apply, send curriculum vitae, reprints of published papers, names of at least three references, and state eligibility for employment in Canada to: Dr. R.W. Dutton, Head, Department of Electrical Engineering, The University of British Columbia, 2356 Main Mall, Vancouver, B.C., Canada V6T 1W5. The University of British Columbia encourages qualified women and minority applicants In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

UNIVERSITY OF OTTAWA, Department of Electrical Engineering. Research Associates, Research Engineers/Scientists. Satellite Communications group of Electrical Engineering Department has research openings to work on a 3 year NSERC strategic project on EHF Personal Satellite Communications. Applicants should be well versed in one or more of the following areas: Propagation date analysis, channel modelling, modulation/coding, multiple access protocols, networking, and digital signal processing. The research associate position requires a Ph.D. and experience in the field. The engineer/scientist positions require at least a Master's Degree in Electrical Engineering or a closely related discipline. A Ph.D. degree and additional expertise are preferred Please send a resume with the names and addresses of two referees to Dr. A. Yongacoglu, University of Ottawa, Department of Electrical Engineering, 161 Louis Pasteur, Ottawa, Ontario, K1N 6N5. In accordance with Canadian immigration regulations, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN, Department of Civil Engineering, Environmental Engineering Position. Applications are invited for a tenure track position in the area of Environmental/Sanitary Engineering at the Department of Civil Engineering, University of Saskatchewan. Applicants should have an earned Ph.D., preferably in Civil Engineering, with a strong background in the environmental/sanitary field. Specialization is required in physical/chemical, and biological treatment processes as applied to water and wastewater engineering. Experience or formal training in numerical modelling, environmental impact assessment and environmental health engineering would be an asset. The successful candidate will be expected to undertake undergraduate and graduate teaching in Environmental Engineering and to initiate a research program in their field of expertise. Interdisciplinary research is encouraged. Candidates must be eligible for registration as a Professional Engineer in the Province of Saskatchewan. The University of Saskatchewan is committed to the practice of employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit their application, including the following materials: a recent curriculum vitae, academic transcript, abstract of their doctoral dissertation, copies of recent publications and the names and current addresses of three references. Applications should be forwarded to: Dr. D.G. Fredlund, Head, Department of Civil Engineering, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

UNIVERSITY OF BRITISH COLUMBIA, Department of Mechanical Engineering, Applications are invited for the position of Research Associate in the specialized area of dynamics and control of flexible orbiting spacecraft. A doctoral degree in aerospace engineering with emphasis on modern control approaches and strong academic record are essential. The position involves collaborative research in the areas of dynamics and control of the pro-

---

Queen's University at Kingston
Department of Art

Applications are invited for the following position at the **Assistant Professor** level:

SCULPTOR

To teach introductory and advanced students in the four-year Bachelor of Fine Art programme, during the eight month term commencing **September 1, 1991 and ending April 30, 1992.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, peoples with disabilities, and visible minorities

Closing date for applications is **April 30, 1991** Write with slides, three letters of reference and curriculum vitae to:

The Head
Department of Art
Queen's University
Kingston, Ontario
K7L 3N6

The Ontario Institute
for Studies in Education

invites applications or nominations for the position of

DIRECTOR

to take office January 1, 1992

The Ontario Institute for Studies in Education was founded by Ontario statute in 1965 to pursue three major objectives in the field of education: graduate studies, research and development, and field development. It has an enrolment of 2500 students, of whom about one-third are full-time. There are 140 faculty members, supported by a strong research staff.

The Director is expected to give direction to the Institute's work in the pursuit of its three major objectives and to give academic leadership to a wide range of graduate programs at the master's and doctoral levels. As Chief Executive Officer, the Director is responsible for the overall management and efficient operation of the Institute and reports to the Board of Governors. The Director is also expected to maintain effective relationships with the appropriate ministries of the provincial and federal governments, with the province's school systems, and with the educational community at large.

The term of office is five years and is renewable. The salary is negotiable. OISE is committed to principles of equity in employment and encourages applications from all who meet position qualifications including women, racial minorities, persons with disabilities and native people. Applications should be accompanied by a curriculum vitae, nominations by a brief supporting statement, and be sent by May 1, 1991 to:

Mr. N. D. Dixon, Q.C.
Chairperson of the Board of Governors
The Search Committee for Director
Room 12-119
The Ontario Institute for Studies in Education
252 Bloor Street West
Toronto, Ontario M5S 1V6

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

posed Space Station, Mobile Servicing System, and on board experiments with tethered satellites. Demonstrated expertise in system modelling, analysis and ground based experiments, at the postdoctoral level, in the above mentioned areas is necessary Address application to Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada, V6T 1W5; Attention: Dr. V.J. Modi, Professor. Applications will be received until 15 May 1991. The University of British Columbia encourages qualified women and minority applicants.

UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical and computer engineering but preference will be given to persons specializing in computers (especially software systems) and circuits and systems. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The letter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO. Civil Engineering. Applications are invited for Civil Engineering tenure track positions at the Assistant or the Associate Professor ranks in the areas of Construction Engineering, Engineering Materials, Solid Mechanics and Structural Design. Entry qualifications include a PhD degree and eligibility for registration as a Professional Engineer. Successful candidates will be expected to teach courses at the undergraduate and post graduate levels in Civil Engineering mainly in but not necessarily limited to the subject area for which application is being made. Demonstrated ability and willingness to conduct and to publish scholarly research are essential. The date of the first appointment is planned for September 1, 1991 with additional appointments to be made in the following 12 month period. All appointments will be subject to budgetary approval. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals – women and men, members of visible minorities, native peoples, and persons with disabilities. Interested persons are invited to submit a resume, the names of three references, plus a short statement of career objectives and goals to Professor G. Farquhar, Chair of Civil Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, by May 31, 1991.

ENGLISH

BROCK UNIVERSITY. The Department of English Language and Literature invites applications for the following positions: 1. A one year leave replacement position, beginning on July 1st 1991. The appointment will be at the rank of Assistant Professor. Candidates should hold the Ph.D. Duties include teaching a section of our introductory historical survey course and senior courses in History of the Language and Middle English or Anglo-Saxon. 2. A ten-month leave replacement position, beginning on August 1st 1991 and ending on May 30th 1992. The appointment will be at the rank of Lecturer Ph.D. preferred. Duties include teaching two sections of our introductory historical survey course and a senior course in American Literature to World War I. Applicants should send a complete dossier and arrange to have three letters of reference forwarded to: Angus Somerville, Chair, Department of English Language and Literature, Brock University, St Catharines, Ontario, L2S 3A1. The closing date for applications is April 30th 1991. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty; qualified women candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Smoking at Brock University is strictly controlled.

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a second one-year replacement position at the rank of Assistant Professor effective July 1, 1991. Deadline April 30, 1991. The Department is looking for well-qualified applicants with, as a minimum, a Ph.D. and preferably some publications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada, indication of citizenship should be included with application. Employment equity is a University of Ottawa policy. Send curriculum vitae and have three letters of reference forwarded to: David Staines, Chair, Department of English, University of Ottawa, Ottawa, Canada K1N 6N5.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY – the Department of Exercise Science invites applications for a 10-month sabbatical leave replacement position at the Assistant Professor level effective August 1, 1991. Applicants should have a Ph.D. and experience in teaching undergraduate courses in the fitness and lifestyle areas. Specific responsibilities will include teaching courses such as exercise leadership, personal and community health problems, health science, basics of human movement and fitness evaluation techniques. A letter of application together with a curriculum vitae and three letters of reference should be submitted by May 15, 1991, to Dr. W.R. Sellers, Chair, Department of Exercise Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration requirements this advertisement is directed primarily to Canadian citizens and permanent residents. Concordia University is committed to the principle of employment equity.

FINANCE

CONCORDIA UNIVERSITY. The Department of Finance at Concordia University is seeking qualified applicants for tenure track and visiting positions at all ranks starting June 1, 1991. All areas of finance will be considered. For appointment as an Assistant Professor, preference will be given to candidates who have completed their Ph.D. degrees and indicate strong orientation to academic research. Candidates for higher ranks must provide evidence of excellent teach-

SIMON FRASER UNIVERSITY

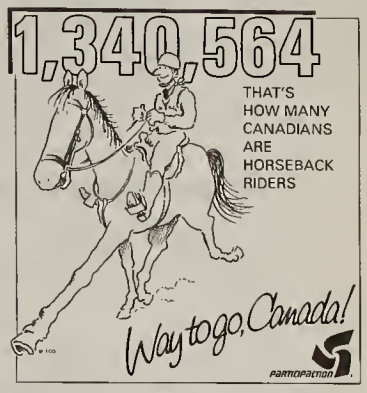
THE SHRUM CHAIR IN SCIENCE

Applications are invited for the Shrum Chair in the Faculty of Science at Simon Fraser University. This endowed chair is named after the late G.M. Shrum, the founding Chancellor of the University. Candidates should be outstanding scholars whose research interests match those represented in the Departments of Biological Sciences, Chemistry, Physics or Mathematics and Statistics. The Chair is a five year appointment; the appointee will normally hold a tenured position as Professor in the appropriate Department. The salary will be commensurate with a distinguished Chair appointment and the appointment will be effective September 1, 1992.

Applications, together with a curriculum vitae and the names of four referees, should be sent by May 1, 1991 to:

C.H.W. Jones, Dean
Faculty of Science
Simon Fraser University
Burnaby, B.C.
V5A 1S6

This advertisement is directed to those who would be eligible for employment in Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunity to all qualified applicants.



DEAN, FACULTY OF PHYSICAL EDUCATION AND RECREATION

The University of New Brunswick, Fredericton, New Brunswick, invites nominations and applications for the position of Dean of the Faculty of Physical Education and Recreation. The appointment is to be made on July 1, 1991 or as soon thereafter as possible.

The position requires strong leadership and administration of the Faculty's academic programs and of the University's program in intercollegiate athletics and its comprehensive program of physical recreation for the University community.

The academic areas identified for particular emphasis and development are Physical Education, Recreation and Sports Science, in both the undergraduate and post-graduate (Masters) programs. Candidates should have a significant record of research and teaching in one of these academic areas.

Candidates should hold the PhD or equivalent and have demonstrated leadership and administrative abilities in academic activities. Such experience in University sports programs is desirable.

The University of New Brunswick enrols approximately 7500 full-time students in its various programs and has about 500 faculty members. The Faculty of Physical Education and Recreation currently has about 200 undergraduate students and 20 graduate students. The Faculty works closely with the Faculty of Education in Physical Education teacher preparation. It administers a comprehensive Intercollegiate Athletic's program, and an extensive Intramural and Physical Recreation program for the University community.

Applications and nominations should be sent by May 1, to:

Dr. R. E. Burridge
Vice-President (Academic)
University of New Brunswick
P. O. Box 4400
Fredericton, N.B.
E3B 5A3

Applications should include a CV and the names of three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

L'Université Concordia est à la recherche

d'un doyen ou d'une doyenne des études supérieures

dont le mandat d'une durée de cinq ans, renouvelable, débutera le 1er juin 1991 ou peu après cette date.

Le doyen ou la doyenne est à la tête d'une unité dynamique, la Division des études supérieures, qui comprend quelque 3 500 étudiants et étudiantes de 2e et 3e cycles. La Division regroupe une population étudiante émanant des quatre facultés de l'Université: Arts et sciences, Commerce et administration, Génie et informatique, Beaux-arts à qui elle offre des programmes de diplôme de 2e cycle, de M.A., de M.Sc., de M.Eng. et de Ph.D.

La personne idéale s'est acquis une solide réputation et une crédibilité dans le milieu de l'enseignement au pays et à l'étranger et possède un solide dossier de recherche et d'enseignement. Ses fonctions l'amènent à transiger avec la communauté interne et les milieux externes, elle possède d'excellentes aptitudes à la communication. Elle a également fait la preuve de ses capacités d'administration et de gestion, de ses aptitudes à mener des projets à terme et de ses capacités à communiquer en anglais et en français; en outre, elle possède d'excellentes capacités de négociation et une facilité à collaborer à divers niveaux.

Les fonctions de doyen ou de doyenne supposent une vision à long terme, de l'audace, de l'assurance, le sens de l'interdisciplinarité et de la multidisciplinarité des programmes, un sens aigu des interrelations qui existent entre les différentes disciplines ainsi que la capacité de faire converger des opinions différentes.

Le doyen ou la doyenne des études supérieures fait partie des cinq doyens ou doyennes qui relèvent de la vice-rectrice à l'enseignement et à la recherche. La personne choisie sera en mesure de faire équipe avec des cadres de haut niveau de l'Université, notamment ses propres collègues ainsi que l'administration supérieure qui constitue le rectorat. Elle sera appelée à échanger divers renseignements et à prendre part aux décisions majeures en matière de politiques.

L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Prière d'envoyer, au plus tard le 30 avril 1991 à 17 h, les lettres de demande et les mises en candidature ainsi que les curriculum vitae et le nom de trois répondants ou répondantes à: Mme Rose Sheinin, vice-rectrice à l'enseignement et à la recherche, AD-231, Université Concordia, 7141, rue Sherbrooke ouest, Montréal (Québec) H4B 1R6.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.

UNIVERSITÉ Concordia

ing and research record. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and Ph.D levels. Teaching in the Executive MBA Program is also encouraged. Salaries are competitive and depend on rank, research record, and experience. Applications are also invited for limited-term positions as lecturers. At least an MBA and relevant work experience is expected. Concordia University is committed to employment equity and encourages applications from qualified females, persons with disabilities, aboriginal peoples, or persons who are, because of their race or colour, in e visible minority in Canada and members of minority groups. In accordance with the Canadian immigration regulations, this advertisement is directed at Canadian citizens, landed immigrants and persons otherwise qualified to work in Canada. Please contact Dr. A. Jahvani, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8 Canada, (514) 848-2790 or 848-2789

FOOD SCIENCE

UNIVERSITY OF MANITOBA. Applications are invited for a tenure track position at the Assistant Professor level. Candidates must have a Ph.D or equivalent, some postdoctoral experience, and an established record of research performance. The Ph.D should be in Food Science with disciplinary specialization in physical chemistry, colloidal chemistry or biochemistry. Demonstrated experience in food processing and packaging would be desirable. The appointee will be expected to conduct a vigorous research program in an area complementary to current research in the Department and teach at the undergraduate and graduate levels. The April 1, 1991 salary level for the Assistant Professor rank will be $39,221 to $56,697 per annum. Deadline for applications is June 1, 1991 or until the position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications, including a current curriculum vitae and the names and addresses of three referees should be sent to Head, Department of Food Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

FRENCH

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Humanities and Languages invites applications for a term appointment in French for 1991-92, subject to budgetary approval, at the rank of Lecturer. The successful candidate will have made significant progress towards a PhD or equivalent and have native or near-native fluency in French: teaching experience will be an asset. He/she will be required to teach undergraduate courses in French language and a course in his/her specialty. Applications, with curriculum vitae and names and addresses of three referees, should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. Applications will be accepted until the position is filled. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

CARLETON UNIVERSITY. Department of French. Subject to budgetary approval, the Department of French at Carleton University invites applications for two permanent-stream positions at the level of Instructor, beginning July 1, 1991. Qualifications include an M.A. in French (preferably in second language didactics) or in applied linguistics, experience in teaching French as a second language at the university level, expertise in various pedagogical approaches, interest and experience in the development of courses based on parameters such as group dynamics, sociolinguistics, computer-assisted learning, for example. Relevant research and publications an asset. The position involves the teaching of French as a second language at various levels. Deadline for applications April 30, 1991. A curriculum vitae, including the names of three referees, should be sent to S. Robinson, Chair, Department of French, Carleton University, Ottawa, Ontario K1S 5B6; telephone (613) 788-2169. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

UNIVERSITE CARLETON. Département de français. Sous réserve d'approbation budgétaire, le département d'études françaises de l'Université Carleton sollicite des candidatures à deux postes d'instructeur menant à la permanence. Date d'entrée en fonction le 1er juillet 1991. Exigences: M.A. en français (de préférence en didactique des langues secondes) ou en linguistique appliquée, expérience dans l'enseignement du français au niveau universitaire, maîtrise des diverses approches pédagogiques, intérêt et expérience dans le développement de cours en fonction de paramètres tels que: dynamique de groupe, sociolinguistique, apprentissage assisté par ordinateur, par exemple. Recherches et publications pertinentes un atout. Le poste comporte l'enseignement du français langue seconde à divers niveaux. Date limite de candidature le 30 avril 1991. Prière d'envoyer un curriculum vitae, ainsi que les noms de trois répondants, à S. Robinson, Directeur, Département d'études françaises, Université Carleton, Ottawa, Ontario K1S 5B6; téléphone (613) 788-2169. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents. L'Université Carleton assure l'égalité des chances d'emploi aux femmes, aux autochtones, aux membres de minorités visibles et aux personnes handicapées. Les personnes appartenant à ces groupes sont encouragées à poser leur candidature

GEOGRAPHY

ATHABASCA UNIVERSITY invites applications for a tenure-track position in human geography. The appointment will be at the assistant professor level and will be effective September 1, 1991, or as soon as possible thereafter. This position will be of interest to geographers specializing in human geography with interests in one or more of the following areas: environmental studies, urban geography, the Canadian North, and planning. Qualifications include a completed Ph.D. degree, evidence of teaching proficiency through course development, and evidence of research proficiency through publication, experience in adult and/or distance education would be an asset. The successful applicant will be responsible for developing, revising, and delivering undergraduate geography courses within the social sciences, as well as for pursuing an active research program. Applicants should forward a letter of application, curriculum vitae, and samples of teaching and research products—as well as arrange for three referees to forward letters of reference directly—to: Michael T. Balaski, Director, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0. The closing date for applications is April 30, 1991. Athabasca University is committed to employment equity. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Athabasca University is an open university specializing in distance education. Athabasca's proximity to Edmonton gives its residents the advantages of country living while still having access to a modern urban center located 90 minutes away.

UNIVERSITY OF ALBERTA, EDMONTON, ALBERTA. Department of Geography. Applicants are sought for a tenure-track position as Assistant Professor in Social Geography. A Ph.D. is required. Applicants should display the promise of good teaching and high quality research publication. The date of appointment is flexible up to July 1, 1992. Closing date for applications: May 31, 1991. Current salary range: $36,910 – $53,374. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Please send letters of application together with a curriculum vitae and arrange for three letters of recommendation to be sent to: Dr. John Shaw, Chair, Department of Geography, University of Alberta, Edmonton, Alberta T6G 2H4

GEOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Metamorphic Petrology/Sedimentary Geology. The Department of Geological Sciences at The University of British Columbia invites applications for a tenure track faculty position in the general area of sedimentary geology or metamorphic petrology, beginning as early as September 1, 1991. A Ph.D. is required. The position will be at the Assistant Professor level, and is subject to final budgetary approval. Salary will be commensurate with education and experience. The successful applicant will be expected to teach undergrdeuate and graduate courses in their area of expertise to develop e strong research program and supervise graduate students in one of the following general areas: Metamorphic Petrology. Preference will be given to metamorphic petrologists capable of complementing our existing research programs in field, experimental and theoretical petrology, geochronology, structural geology and Cordilleran geology. Sedimentary Geology. Preference will be given to applicants whose research strengths are in areas that may include, but are not restricted to, inorganic or organic geochemistry, earth history (paleontology or stable isotope geology) or carbonate sedimentology. Existing laboratory facilities include a Cameca SX-50 electron microprobe, a scanning electron microscope, a high-pressure, high-temperature experimental petrology lab, an X-ray diffraction laboratory, a radiogenic isotope laboratory, and organic petrology, organic geochemistry and atomic absorption facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC Employment Policy encourages qualified women and minority applicants to apply. Applications including a resume and names of three referees should be sent to Dr. R.L. Chase, Acting Head, Department of Geological Sciences, The University of British Columbia, Vancouver, B.C., V6T 1Z4. Preference will be given to applications received prior to July 1, 1991.

ST. FRANCIS XAVIER UNIVERSITY. Department of Geology. Applications are invited, pending budgetary approval, for a tenure-track appointment at the Assistant Professor level in the Department of Geology at St. Francis Xavier University. Applicants should have a Ph.D. degree. We are interested in field-oriented candidates with a strong interest in undergraduate teaching and who will pursue an active research program. The appointee should be prepared to teach courses in Sedimentology, Stratigraphy, Petroleum Geology and Oceanography. Applications should be received by May 1. The appointment commences on July 1, 1991. In accordance with Canada Immigration and Employment regulations, this advertisement is directed, in the first instance to Canadian citizens and permanent residents. Employment equity is the University's policy. Applications, including a curriculum vitae and the names and addresses of three referees should be sent to: Dr. J.B. Murphy, Department of Geology, St. Francis Xavier University, Antigonish, Nova Scotia, Canada, B2G 1C0.

LAURENTIAN UNIVERSITY. Department of Geology, Metamorphic Petrologist. The Department of Geology at Laurentian University, Sudbury, invites applications for a sabbatical replacement position in metamorphic petrology beginning September 1, 1991. A Ph.D. is required, bilingual ability is desirable. The appointment will be made at the level of Assistant Professor and for a period of 10 months. The annual base salary for Assistant Professors on July 1, 1991 is approximately $42,200. The successful candidate will be expected to teach four term courses, three of which will be in petrology and mineralogy at the intermedi-

DIRECTOR
SCHOOL OF ARCHITECTURE

Candidates are invited for the position of Director, School of Architecture, Carleton University, Ottawa, for a five-year term of office to begin July 1, 1992.

Carleton University offers a five-year undergraduate B.Arch. professional degree in architecture. Design Studio is the heart of the program enriched by a wide range of courses and workshops which reflect the diverse and pluralistic nature of the School. There are approximately 300 students in the program, with a limited admission of 75 students each year and a complement of 18 full-time faculty members. A design and research M.Arch. program in 'Architecture and Culture' is planned for the near future.

Carleton's School of Architecture is well known for the strength and innovative nature of its studio program. The successful candidate will be expected to continue this tradition and to develop potential in undergraduate and graduate studies.

Applications and nominations must be submitted by July 1, 1991, and will be treated in confidence. They should be accompanied by a detailed curriculum vitae with the names and addresses of three referees, and should be directed to:

Professor Stan Lotan
Search Committee
School of Architecture
Carleton University, Ottawa K1S 5B6

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is an affirmative search/equal opportunity employer, and women, aboriginal peoples, visible minorities and persons with disabilities are particularly encouraged to apply.

CARLETON • UNIVERSITY

UBC

THE UNIVERSITY OF BRITISH COLUMBIA LIBRARY

Head, Woodward Biomedical Library

A full-time Head is required for the Woodward Biomedical Library commencing July 1, 1991. The Woodward Biomedical Library, located in the Health Sciences Centre, provides reference, information, bibliographic, and circulation services for biological and health sciences subjects. Its staff consists of 11 librarians and 22 support staff. The Head is responsible for the organization, administration, and operation of the Woodward Biomedical Library, for development of the collections, and for liaison with UBC Library branches at the teaching hospitals and the Health Sciences Network office. Current long-range planning may result in additional administrative assignments. The Head reports to the Assistant University Librarian for Public Services (Branch Libraries).

A graduate degree from an accredited program in Library Science is required. An undergraduate or graduate degree in the life or health sciences or equivalent knowledge gained through professional experience in a medical or health sciences library is required. The successful applicant will have demonstrated administrative and managerial skills, and will have at least five years of relevant professional experience in a medical or biological sciences library. Familiarity with life and health sciences bibliography, faculty library liaison, computer-assisted reference service, collection development, and library-use instruction are essential. Excellent interpersonal and communication skills and a commitment to responsive and innovative reference services are also required.

Salary will be commensurate with qualifications and experience, but will be no less than $60,000 per annum.

Term of Appointment: The successful applicant will be appointed with a confirmed appointment, provided she/he meets the necessary requirements. Otherwise, appointment will be on a two-year probationary basis. Towards the end of that period, the incumbent will be considered for a confirmed appointment.

Applications, including a current resume and the names of three referees, should be sent to:

Erik de Bruijn
Assistant University Librarian, Administrative Services
Librarian's Office
The Library
The University of British Columbia
1956 Main Mall
Vancouver BC V6T 1Z1
Fax (604) 822-3893

Review of applications and the selection process will begin April 30, 1991, but applications will be accepted until a selection is made.

The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian law, this advertisement is directed to applicants who are Canadian citizens or permanent residents of Canada

Memorial
University of Newfoundland

Faculty of Education
Tenure Track Positions

Applications are invited for six tenure track positions to be filled by September 1, 1991, subject to final budgetary approval.

These positions arise from a long term program of faculty development. Some flexibility exists as to areas of specialization. All positions require undergraduate and/or graduate teaching and supervision of interns. Individuals will also be expected to maintain an active program of research and scholarship. The Faculty is particularly interested in persons in the following areas:

1. Educational Administration
2. Educational Psychology
3. History of Education
4. Learning Resources
5. Mathematics Education
6. Music Education
7. Philosophy of Education
8. Special Education

Positions may be filled at any rank. Normal qualifications for the rank of Assistant Professor include an earned doctorate in the relevant discipline. Appointment at more senior ranks normally requires experience in a previous academic position, and a demonstrated record of scholarly productivity.

Applications will be accepted until positions are filled.

Memorial University is committed to Affirmative Action to improve the employment status of women, native people, and disabled people. Applications are invited from all qualified individuals.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be submitted to:

Dr. Robert K. Crocker, Dean
Faculty of Education
Memorial University of Newfoundland
St. John's, Newfoundland
Canada A1B 3X8

University of Regina

GERMAN

Applications are invited for a tenure-track position at the rank of Assistant Professor (subject to budget approval) commencing August 1, 1991. Requirements are completion of a Ph.D. in German; native or near-native fluency in German; extensive undergraduate teaching experience including familiarity with electronic learning methods and computer language instruction; preferred academic specialization: Philology, German for Special Purposes, 20th Century Literature and Culture. Professional qualifications as translator an asset. The duties of the position will include teaching undergraduate courses in language, translation, literature or culture, as well as regular faculty responsibilities. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference to **Professor D. de Vlieger, Dean of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2.** Closing date for applications is April 30, 1991. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

ate and senior undergraduate level. The research facilities of the Faculty of Science and Engineering will be made available in order to encourage research and active involvement in the department's M.Sc. programme. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Laurentian University has an employment equity policy and this advertisement is directed equally to women and men. Applicants should send a curriculum vitae, statement of current research interests, selected reprints/preprints and the names of three referees to Dr. A.E. Beswick, Chairman, Department of Geology, Laurentian University, Sudbury, Ontario, P3E 2C6, Canada. Application deadline is May 31, 1991.

HISTORY

BROCK UNIVERSITY. History Department invites applications for a full-time limited term, one-year sabbatical replacement appointment in nineteenth and twentieth century Russian history. The appointment will be at the junior assistant professor rank. Applicants should be prepared to teach courses in Russian Imperial (1801 – 1917) and Soviet history. Candidates should have a PhD and relevant teaching experience. Starting date for the appointment would be July 1, 1991. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor J.L. Sanders, Chair, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a 12 month position in Canadian history, beginning July 1, 1991. The Department of History seeks a candidate who can teach a seminar class on Indian-White Relations in Canada, although other specialties will be considered, as well as teaching two Canadian history survey classes. Applicants please send c.v., and arrange for three letters of reference to be sent, to Dale Miquelon, Head, Department of History, University of Saskatchewan, Saskatoon, SK, S7N 0P0. The University of Saskatchewan is committed to the principles of employment equity. This advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

BISHOP'S UNIVERSITY. The Department of History, Bishop's University, invites applications for a tenure-track appointment, effective July 1, 1991, in Modern British Social History at the rank of Assistant Professor (basic Jan. 1, 1991 $38,585.) A Ph.D. is required and publications are preferred. Send applications and the names of three referees to: Dr. Brian Jenkins, Bishop's University, Lennoxville, Québec J1M 1Z7. Closing date April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MOUNT ALLISON UNIVERSITY. Department of History. Applications are invited for a one-year replacement position, subject to budgetary approval, commencing on July 1, 1991. An applicant preferably should hold a Ph.D. in History. The applicant should be able to teach courses in the History of the Atlantic Provinces as well as Pre-Confederation Canada. Duties include undergraduate teaching and research. The appointment will be at the rank of Lecturer or Assistant professor. The 1990-91 salary ranges for these ranks are Lecturer, $28,019 to $40,319 and Assistant Professor, $34,169 to $48,008. Applications, including a curriculum vitae and letters from three referees, should be sent to: Dr. Peter Penner, Head and Chair of the Search Committee, Department of History, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

HUMANITIES

BROCK UNIVERSITY. Faculty of Humanities. Applications are invited for eight and ten month sessional positions in Applied Language Studies, Canadian Studies, Liberal Studies, Music, and Film Studies. Candidates should have an M.A. degree with the Ph.D. being desirable. The salary will range between $21,000.00 to $24,000.00. Starting date will be either August 1 or September 1, 1991. Applications should be sent to: Dr. Cecil A. Abrahams, Dean, Faculty of Humanities, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

ITALIAN

BROCK UNIVERSITY invites applications for a ten-month position in Italian at the rank of Lecturer in the Department of French, Italian and Spanish effective August 1, 1991. Applicants should have at least a Master of Arts degree in Italian and possess native or near-native fluency. Proven competence and experience in teaching various levels of Italian language courses is a requirement. In addition to language teaching, other areas of interest may include Italian theatre and linguistics. Forward a curriculum vitae and two letters of reference to Professor Alexandre Amprimoz, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1. Deadline for receipt of applications is April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

LAW

UNIVERSITY OF NEW BRUNSWICK. The Faculty of Law at the University of New Brunswick invites applications for a one-year term position at the Assistant or Associate Professor rank commencing July 1, 1991, subject to budget approval. Current salary ranges are competitive. Applicants must have a postgraduate degree (or exceptionally, any combination of training and experience that is accepted as equivalent) and a strong commitment to research and publication. The successful candidate is expected to participate actively in the collegial life of the Faculty. There is some flexibility regarding teaching areas, so applicants should indicate all curricular interests and strengths. Bilingualism would be an asset. The University of New Brunswick is committed to the principle of employment equity. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Send a complete curriculum vitae and the names, addresses and telephone numbers of three referees to: Dean Karl J. Dore, Q.C., Faculty of Law, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. For further information or assistance, telephone 506-453-4669 or fax 506-453-5186.

LITTÉRATURE

UNIVERSITÉ LAVAL. Faculté des lettres. Professeur, Professeure en Littérature et en Théorie Littéraire, Département des Littératures. Fonctions: La personne titulaire de ce poste devra: Assumer un enseignement en littérature française ou en littérature québécoise ainsi qu'en théorie littéraire; Assumer la direction de mémoires de maîtrise et de thèses de doctorat dans ses domaines de compétence; Présenter des demandes de subventions de recherche ou s'intégrer à un groupe de recherche déjà subventionné; Participer aux activités départementales et universitaires. Critères de Sélection: Doctorat en littérature française ou québécoise ou doctorat en théorie littéraire (ou l'équivalent); Expérience de l'enseignement au niveau universitaire; Expérience de la recherche, publications ou subventions à l'appui; Aptitude à travailler en équipe dans le domaine de la recherche; Aptitude à effectuer un travail de recherche dans le cadre de projets subventionnés. Traitement et Conditions de Travail: Selon la convention collective en vigueur. L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes. Entrée en Fonction: Entre le 1er juillet et le 1er septembre 1991. Faire parvenir sa candidature accompagnée d'un curriculum vitae et de trois lettres de recommandation avant le 2 mai 1991 à: Madame Marthe Pagé, directrice, Département des littératures, Faculté des lettres, Pavillon Charles-De-Koninck, Université Laval, Québec G1K 7P4. En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyens canadiens et aux immigrants reçus.

MANAGEMENT

THE UNIVERSITY OF CALGARY Faculty of Management invites applications for tenure-track positions in Accounting, Finance, Operations Management, Management Information Systems, Marketing, Policy and Environment/Management of Organizations and Human Resources, New Venture Development, Tourism and International Business. PhD or DBA preferred. Rank and salary based on qualifications and experience. The Faculty of Management, an accredited member of AACSB, provides a stimulating teaching and research environment including classrooms, excellent computer resources and a management library. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications should be sent to: Associate Dean (Research and Development), Faculty of Management, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta T2N 1N4.

MATHEMATICS & STATISTICS

ACADIA UNIVERSITY. Department of Mathematics. Applications are invited for a 9-month sabbatical replacement position at the assistant professor level in the Department of Mathematics. Qualifications: Ph.D. in Mathematics or Statistics with evidence of a commitment to undergraduate teaching. Applicants should refer to position #20912R and send a curriculum vitae and arrange for 3 letters of reference to be sent to Joe Mascaro, Chairman of the Selection Committee, Department of Mathematics, Acadia University, Wolfville, Nova Scotia B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

UNIVERSITY OF TORONTO. Department of Mathematics. The Department solicits applications for a tenure-steream position in Mathematical Physics at the downtown (St. George) campus to begin on July 1, 1991. The position is at the level of Assistant Professor. In case of an exceptional candidate who has recently reached tenurable level the appointment may be at Associate Professor. Duties include teaching and research, and candidates are expected to demonstrate excellence at each. Applicants should send their complete c.v. together with a list of publications and arrange to have at least three letters of reference sent directly to Professor J. Repka, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure full consideration, this information should be received by May 1, 1991. The University of Toronto encourages both women and men to apply.

UNIVERSITY OF TORONTO. Department of Mathematics. The Department solicits applications for a tenure-stream position in Analysis at the downtown (St. George) campus to begin on July 1, 1992. Preference will be given to researchers working in Harmonic Analysis, or Ordinary or Partial Differential Equations. The position is at the level of Assistant Professor. Duties include teaching and research, and candidates are expected to demonstrate excellence at each. Applicants should send their complete c.v. together with a list of publications and arrange to have at least three letters of reference sent directly to Professor J. Repka, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5A 1A1. To insure full consideration, this information should be received by May 1, 1991. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

MEDICAL ETHICS

McGILL CENTRE FOR MEDICINE, ETHICS AND LAW, Medical Ethicist (Academic and Clinical). The McGill Centre for Medicine, Ethics and Law, at McGill University, Montreal, invites applications for a tenure track or tenured position in the field of medicine, ethics and law, including in bioethics, beginning in September, 1991. Salary and rank will be commensurate with qualifications and experience. The appointee will work in a transdisciplinary academic Centre supported by the Faculties of Medicine, Religious Studies and Law, and the Department of Philosophy and Teaching Hospitals affiliated with McGill University. The appointee's academic appointment will be in the Faculty of Medicine, with a cross-appointment in his or her base discipline. The appointee will be based in the Centre for Medicine, Ethics and Law, where he or she will carry an appropriate academic load in research, teaching and administration. The preferred candidate will have a Ph.D. in philosophy, or religious studies, or a post-graduate degree in law or medicine, in all cases with recognized expertise in bioethics (pediatric experience preferred), a good research, teaching and publication record or potential, and a willingness and capacity to work in a transdisciplinary academic setting. Responsibilities of the appointee will include research, teaching and consultation in clinical ethics. He or she will spend an average of two days a week as clinical ethicist of the Montreal Children's Hospital, in that capacity the appointee will be expected to provide leadership in bioethics education, policy formulation and ethical consultation within the hospital. He or she will serve as a key member of the hospital's Clinical Ethics Committee, and will provide ethics consultations as required. Applicants with a working knowledge of English and French will be preferred. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and offprints of recent publications and/or writing and research, and arrange to have three letters of recommendations sent to: Prof. Edward W. Keyserlingk, Search Committee, McGill Centre for Medicine, Ethics and Law, 2020 University, 24th Floor, Montreal, Quebec H3A 2A5. The deadline for application is May 1, 1991. If insufficient qualified applicants have

---

THE UNIVERSITY OF BRITISH COLUMBIA

HEAD – DEPARTMENT OF MICROBIOLOGY

Applications and nominations are invited for the position of:

HEAD OF THE DEPARTMENT OF MICROBIOLOGY AT THE UNIVERSITY OF BRITISH COLUMBIA

The Microbiology Department, which has a long record of excellence in microbiology, immunology and molecular biology research, consists of 16 faculty members and 72 graduate students. The Department is responsible for teaching and administering a large undergraduate program. The Department is involved in collaborative teaching and research ventures with the Biotechnology Laboratory, Departments of Zoology, Botany and Oceanography and Faculties of Medicine, Dentistry and Pharmaceutical Sciences.

Research facilities include well equipped laboratories, a large scale fermentation unit and a modern animal unit. Automated DNA sequencing, DNA synthesis and protein sequencing facilities are available.

Candidates should have a record of outstanding, well funded research in microbiology or immunology, the ability to represent scientists working in diverse areas, and experience in academic administration and undergraduate teaching.

Inquiries, nominations and applications should be directed to the **Search Committee Chairman, Dr. Barry C. McBride, Faculty of Science, 6270 University Boulevard, Vancouver, B.C. Canada V6T 1W5.** Closing date for applications is May 30, 1991. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia encourages qualified women and minority applicants.

Concordia University is seeking a

Dean, Graduate Studies

to take office on 1 June 1991 or shortly thereafter, for a five-year renewable term.

The Dean is academic leader of a dynamic Division of Graduate Studies which currently comprises some 3500 graduate students, in a structure which serves as a university-wide umbrella for students from Faculties of Arts & Science, Commerce & Administration, Engineering & Computer Science, and Fine Arts, to offer programmes at the level of the Diploma, MA, MSc., M.Eng., and Ph.D.

The ideal candidate will be an individual with national and international academic stature and credibility, possessing a strong research and teaching record. In dealing with the external and internal communities, the interpersonal skills of the candidate are vital. The demonstrated ability to administer and manage, the capacity to carry through projects from beginning to end, the ability to communicate in French, excellent negotiating skills and the ability to collaborate effectively are essential.

The Dean must possess scope of vision, boldness and confidence, a commitment to inter- and multi-disciplinary programmes and a clear appreciation of the inter-relationships among the differing disciplines and the ability to reconcile varying positions within the academic community.

The Dean of Graduate Studies is one of five Academic Deans, reporting to the Vice-Rector, Academic. The individual chosen should be able to work easily with a team of senior administrators which includes colleagues, as well as the senior administrators who form the Office of the Rector, sharing information and participating in major policy decisions.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Applications and nominations, including curriculum vitae and names of three possible referees should be sent by April 30, 1991, 5:00 p.m. to Dr. Rose Sheinin, Vice-Rector, Academic, AD 231, Concordia University, 7141 Sherbrooke St. West, Montréal, Québec H4B 1R6.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia
UNIVERSITY

applied by that time, the search will be continued. Version française disponible sur demande.

MEDICINE

DALHOUSIE UNIVERSITY, HALIFAX, NOVA SCOTIA. Director of Medical Education Unit, Faculty of Medicine. Dalhousie University Faculty of Medicine has programs in undergraduate, continuing and postgraduate education. The mandate of the Director of the Medical Education Unit is to oversee the activities of the Unit, in support of the undergraduate medical curriculum, and in other areas of postgraduate and continuing medical education as appropriate. The activities of the Medical Education Unit include curriculum, student evaluation, faculty development, instructional computing, academic assistance to students, and developmental activities in these areas. Specific responsibilities of the position include the following: 1) to promote, develop and/or undertake the initiation, development, implementation, and evaluation of research projects in medical education, 2) to ensure the function of the Medical Education Unit and the delivery of services and functions; 3) to provide support and guidance, and assistance in professional development to members of the Medical Education unit; 4) to consult with members of faculty concerning matters relating to: e) curriculum, b) evaluation of teaching, c) evaluation of students and d) research in medical education; 5) to act as a resource person to the Undergraduate Medical Education Committee, the curriculum body of the program, and 6) to represent Dalhousie Faculty of Medicine at professional and academic educational meetings and through service to these organizations. The Director of the Medical Education Unit reports directly to and works closely with the Associate Dean of Undergraduate Medical Education. Membership on Faculty committees and course committees may also occur as appropriate. Dalhousie's Faculty of Medicine has begun the process of exploring means of curricular reform. The Director of the Medical Education Unit will be integrally involved in those explorations and in any changes which are undertaken. Ongoing developments in and improvements to our program would also involve the Director. Terms: The position is a full-time Faculty position, available immediately. Initial appointment for a three-year period. Salary commensurate with qualifications. Qualifications: Ph.D or equivalent in Education, or related fields. Persons with special training in medical education would also be considered. Proven research skills are essential. To apply for this position please write to: Karen V. Mann, R.N., Ph.D., Associate Dean, Undergraduate Medical Education, Dalhousie University, Sir Charles Tupper Building, Halifax, NS B3H 4H7. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Dalhousie University encourages applications from qualified women, visible minorities, and handicapped persons.

THE UNIVERSITY OF SASKATCHEWAN, Department of Family Medicine, is recruiting a fifth full-time faculty person for a well established, fully accredited, twenty resident program in Regina, Saskatchewan. Candidate must have Certification from the College of Family Physicians of Canada and be eligible for licensure with the College of Physicians and Surgeons of Saskatchewan. Candidate should have at least three years clinical experience. Responsibilities of the position include: teaching undergraduate and postgraduate medical students; scholarly activities (including research); direct inpatient and ambulatory patient care; clinical practice; and administrative duties. A competitive salary with incentive plan is offered. Rank and responsibilities will be commensurate with experience. The University of Saskatchewan is committed to the principles of employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications with curriculum vitae and the names of three referees should be directed to: Dr. S.G. Smith, Chairman, Department of Family Medicine, Royal University Hospital, Saskatoon, Saskatchewan, S7N 0X0 by April 30, 1991.

UNIVERSITY OF ALBERTA. Cardiologist/Electrophysiologist. Additional electrophysiologist required for academic cardiology at the University of Alberta. The successful candidate must have a full range of inpatient/outpatient, noninvasive/invasive electrophysiology skills and a background in research and teaching. He/She must be a fellow of the Royal College of Physicians and Surgeons of Canada in Internal Medicine/Cardiology or the equivalent and eligible for licensure in Alberta. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The successful candidate will be appointed at the appropriate rank (Associate Professor – $ 45,654 – 57,658, Professor – $57,415 upward) and will receive additional appropriate professional income. Send curriculum vitae by May 15, 1991 to: Dr. T.J. Montague, Division of Cardiology, Department of Medicine, University of Alberta Hospitals, 2C2 Walter Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, T6G 2R7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

MUSIC

UNIVERSITY OF OTTAWA. Department of Music. Applications are invited for a one-year replacement position in theory, the terms of contract being July 1, 1991, to June 30, 1992. The Department is seeking a candidate with a doctorate in music theory but candidates who are nearing completion of this degree will also be considered. Responsibilities will involve teaching undergraduate courses in theory. Although courses will be taught in English, the bilingual nature of the Department will make bilingualism (French/English) an asset. In accordance with Canadian immigration requirements this advertisement is directed to canadian citizens and permanent residents of Canada. Employment equity is University policy. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded, prior to May 15, 1991, to: Prof. Cynthia Floyd, Chair, Department of Music, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITE D'OTTAWA. Département de musique. Le Département de musique annonce un poste en théorie musicale, à titre de professeur(e) remplaçant(e), du 1er juillet 1991 au 30 juin 1992. La personne choisie aura, de préférence, son Doctorat mais celles ou ceux qui se trouvent en fin d'études du 3e cycle sont également invités à poser leur candidature. La charge de travail comprendra des cours de théorie au niveau du Baccalauréat. Quelque la langue d'enseignement est l'anglais, une connaissance active du français serait un atout, conformément aux politiques d'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi. Les demandes, avec curriculum vitae et les noms et adresses de trois répondantes ou répondants, seront acceptées jusqu'au 15 mai, 1991. Prof. Cynthia Floyd, Directeur, Département de musique, Université d'Ottawa, Ottawa (Ontario) Canada K1N 6N5.

UNIVERSITY OF NEW BRUNSWICK. The Division of Curriculum and Instruction, Faculty of Education, invites applications for a tenure track position in Music Education at the rank of Assistant Professor (subject to budgetary approval). Applicants should have a doctorate in Music Education, experience teaching general music or related activities in the public school system, and should demonstrate potential as a research scholar and/or performer. A letter of application, curriculum vitae, and the names of three referees should be submitted to Dr. Timothy G. Cooper, Chairperson, Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, Bag Service #45333, Fredericton, New Brunswick E3B 6E3. Closing date for applications is May 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. U.N.B. is committed to the principle of employment equity.

THE UNIVERSITY OF VICTORIA'S School of Music invites applications for an eight-month part-time sessional position in guitar instruction. The candidate is expected to have a minimum of an M.Mus. degree and substantial professional experience. Proven record as a teacher at the university level. The instructor will teach approximately 10 students and will be paid at the rate of $34.50 per hour. Send complete resumes and a tape to: Dr. Gordana Lazarevich, Director, School of Music, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. The appointment is from September 1, 1991 to April 30, 1992. Closing date for applications is April 30, 1991. The University of Victoria is committed to an employment equity program. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents.

NATIVE STUDIES

UNIVERSITY OF SASKATCHEWAN. Native Studies. Applications are invited for a twelve-month leave replacement position at the rank of lecturer, effective 1 July 1991. Candidates should have a master's degree or compensating practical/teaching experience. Preference will be given to Native applicants. Duties will include the offering of three sections of the introductory course. Send cv and three confidential letters of reference to F.L. Barron, Head, Department of Native Studies, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. This advertisement is directed to both Canadian and American citizens and is in keeping with an exemption from the Saskatchewan Human Rights Code.

NEUROLOGY

THE PLAYFAIR NEUROSCIENCE UNIT AND THE DIVISION OF NEUROLOGY AT THE TORONTO HOSPITAL AND THE UNIVERSITY OF TORONTO are seeking a neurophysiologist with expertise in eye movement control and vestibular function. A background in mathematics or biomedical engineering is desirable. Preference will be given to an investigator with aptitude for interaction with clinical researchers within the environment of The Toronto Hospital. The successful applicant will be expected to conduct an active research program that complements the bench-to-bedside research endeavours of the Neuroscience Unit. Academic rank is dependent on prior qualifications. Candidates should have a Ph.D. or equivalent. Please send curriculum vitae, statement of research goals, and three letters of reference by April 30, 1991 to Dr. James A. Sharpe, Chairman, Division of Neurology, The Toronto Hospital, University of Toronto, 399 Bathurst Street, Toronto, Ontario, M5T 2S8, Canada. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed firstly to Canadian citizens and permanent residents.

NEUROSCIENCE

DOUGLAS HOSPITAL RESEARCH CENTRE, McGILL UNIVERSITY. The Neuroscience Division of Douglas Hospital Research Centre is undergoing rapid expansion with plans to recruit 3-4 Assistant Professors and 2 Associate tenure track Professor positions, over the next few years. All recruited scientists will have primary appointments in the Department of Psychiatry at the Faculty of Medicine, McGill University with additional affiliations possible in other departments depending on interest and expertise. The Neuroscience Division of the Douglas Hospital Research Centre currently includes 9 independent investigators specialized in molecular biology, neuroendocrinology, cell biology, neuropharmacology and behavioral sciences. This group is especially recognized for its energetic research activities, competitiveness and collaborative interactions. Approximately 30 graduate students and PDF are currently training at the Centre. While excellence and international recognition in any given aspect of Neuroscience is of primary concern, expertise in research on neurodegenerative disorders relevant to the topics of Alzheimer's disease is particularly sought. These are the two major themes chosen as targets for integrated development with interests ranging from molecular biology to fundamental behavioral and clinical aspects. Candidates will be expected to obtain funds from well recognized organizations in order to pursue independent as well as collaborative research. State-of-the-art equipment and facilities are available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send complete application with brief outline of proposed research and three letters of reference before June 1, 1991 for positions during academic years 1991-1992 – 1992-1993 to: Dr. Rémi Quirion, Ph.D., Douglas Hospital Research Centre, 6875 LaSalle Blvd., Montreal, Que. H4H 1R3, Canada, Fax (514) 766-2503.

NUTRITION

ATHABASCA UNIVERSITY, is recruiting to a half time tenure track appointment in the Faculty of Science at the Assistant Professor level in Nutrition. Duties: Develop the Nutrition program in consultation with the rest of the Science and Nursing Faculty Act as course coordinator for the present Nutrition course and as manager for revision of the present Nutrition course. Qualifications: Ph.D preferred, minimum M.Sc in Nutrition or Nutritional Biochemistry and membership (or potential to become a member within one year) in the Alberta Registered Dietitians Association. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. This position will be filled subject to budget approval (expected late spring 1991). Applicants should submit a full curriculum vitae with names, addresses, and phone or facsimile numbers of three referees by April 30, 1991 to: Michael T. Bialki, Director, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0. Further information about this position or about Athabasca University can be obtained from Dr. Kathleen Mailer, Dean of Science, at 403-675-6227 or facsimile 403-675-6186.

OBSTETRICS & GYNECOLOGY

UNIVERSITY OF SASKATCHEWAN. Head, Department of Obstetrics and Gynecology. The College of Medicine, University of Saskatchewan, invites applications for the position of Head of the Department of Obstetrics and Gynecology. We seek an academic leader who will direct and develop the teaching and research programs of the department. This individual must have leadership and administrative skills and a record of clinical and academic excellence as well as an interest in research. Responsibilities for the successful applicant will include headship of the clinical department at Royal University Hospital in Saskatoon. There are eight full-time faculty and 66 part-time clinicians who are members of the department. Candidates must be certified specialists in obstetrics and gynecology (Canadian certification) and be eligible for licensure in the Province of Saskatchewan. Salary and academic rank will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified individuals. Applications, accompanied by a detailed curriculum vitae and the names of three references should be directed by April 30, 1991 to Dr. I.M. McDonald, Dean, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

OPTOMETRY

UNIVERSITY OF WATERLOO. Centre for Contact Lens Research. Applications are being accepted for full-time research optometrists at the Centre for Contact Lens Research, School of Optometry, University of Waterloo. Specific duties will include conducting clinical trials (patient examination), writing research protocols and reports, data analysis, clinical photography, poster and presentation preparation, and participation in other applied research projects. Applicants should have an O.D. degree or equivalent optometric qualification; preference will be given to applicants who have a higher degree and/or experience in contact lens research. General inquiries and/or letters of application with a current resume should be submitted to Desmond Fonn, Director, Centre for Contact Lens Research, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

PATHOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Pathology. Applications are invited for a tenure-track faculty position in experimental pathology. The candidate should have a Ph.D. degree and proven abilities in basic fundamental and applied research in the area of Neurochemistry, Molecular Biology, or Cardiopulmonary Pathology. The candi-

MEDICINE HAT COLLEGE

Medicine Hat College is a publicly-funded institution of higher education located in Southeastern Alberta. The highly-qualified faculty, low tuition, small classes, personal contact and extensive scholarship programs attract students from a wide area. Over 2,400 full-time students attend the College enrolled in University Transfer, Professional, Diploma Certificate and College Preparatory programs.

Applications are invited for the following regular and temporary positions beginning September 1, 1991:

HUMANITIES/SOCIAL SCIENCES:

ANTHROPOLOGY/SOCIOLOGY:
M.A. in Anthropology/Sociology, Ph.D. prefarred. (Sabbatical Replacement Position)

GEOGRAPHY:
M.A./M.Sc. in Geography, Ph.D. preferred. (Sabbatical Replacement Position)

MODERN LANGUAGES:
M.A. in Franch/German, Comparative Literature or equivalent. Ph.D. preferred (Renewable Sessional)

EARLY CHILDHOOD DEVELOPMENT:
B.A./B.Ed. in Early Childhood Development or a related field required. M.A./M.Ed. preferred (Renewable Sessional)

HEALTH & ALLIED SCIENCES:

NURSING:
Bachelor of Science in Nursing. Masters preferred, and eligibility for registration with the Alberta Association of Registered Nurses. Successful applicants will be responsible for instruction in the Diploma Nursing Program, classroom and clinical areas.

PHYS. ED. – INSTRUCTOR/COACH, WOMEN'S BASKETBALL:
Master's in Physical Education or a related field. Instruction to include University Transfer, adapted Physical Education, Functional Anatomy, Intro. to Recreation and Leisure Dance (Sabbatical Replacement Position)

VISUAL & PERFORMING ARTS:

DEPARTMENT CHAIR:
Master's or equivalent experience in the Arts. Strong administrative abilities and communications skills. Reporting to the Academic Dean, this position is responsible for the administration of credit and non-credit programs, representing the divisions of visual communications, art, music, drama and dance. Teaching is also a requirement of this position.

MUSIC – WOODWINDS:
Master's in Music. Woodwind specialist (flute major), with ability to direct jazz ensemble. (Sabbatical Replacement Position)

MUSIC – PIANO:
Bachelor's minimum, Master's preferred. Teach Conservatory and University students. Accompany choirs, faculty and senior students.

MUSIC – UPPER STRINGS:
Bachelor's minimum, Master's preferred. Teach Conservatory and University students, including chamber music and possibly theory.

MUSIC – PERCUSSION:
Bachelor's minimum. Teach Conservatory and University students, including percussion ensembles. Some dance accompanying may be included.

DANCE – BALLET:
Teaching Certification from a recognized school of ballet. Instruction in all levels of ballet, jazz and tap to Conservatory students as well as some University Transfer classes.

Please forward applications, including curriculum vitae and the names of three references, to:

HUMAN RESOURCES DEPARTMENT
MEDICINE HAT COLLEGE
299 COLLEGE DR. SE
MEDICINE HAT, AB
T1A 3Y6

FAX: (403) 526-7750

All positions are subject to budgetary approvals.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Calgary

VICE-PRESIDENT (RESEARCH)

The University of Calgary is seeking a Vice-President (Research). The successful candidate will be appointed initially as Associate Vice-President (Research) effective July 1, 1991 (or as soon as possible thereafter), and will assume the office of Vice-President (Research) on July 1, 1992.

The University of Calgary is a dynamic and innovative research and teaching university of growing national and international stature. Academic programs are offered through 16 faculties in a wide range of undergraduate, graduate, and professional fields. The U of C has an enrolment of more than 20,000 students, with 1,800 faculty and 2,300 support staff. The campus includes 30 buildings on a 122-hectare site. The current operating budget is $180 million. The value of funded research exceeds $50 million annually.

Reporting to the President, the Vice-President (Research) is responsible for advancing and supporting University research and technology transfer.

The ideal candidate will have:
- qualifications appropriate to the rank of Full Professor
- a demonstrated record of leadership in research within a university or like institution
- senior administrative experience
- superior organizational and planning abilities
- excellent communications skills and the ability to work effectively within an academic environment, and with senior people in government and industry

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

This position represents an important leadership opportunity at one of Canada's finest universities. Applications or nominations should be directed, in confidence, not later than April 30, 1991, to:

Murray Fraser, President
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Celebrate! 25 1966-1991 THE UNIVERSITY OF CALGARY

date would be expected to develop basic and clinical research programs related to experimental pathology. Salary and academic rank will be commensurate with qualifications and experience. In addition to active research programs, the Department is involved in teaching at the undergraduate and graduate levels and to allied health professionals. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates, including aboriginal people, disabled people, visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline for receipt of applications is May 15, 1991. Applications with curriculum vitae and names of three referees should be submitted to Dr. J. Kalra, Head, Department of Pathology, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada

PEDIATRICS

BRITISH COLUMBIA'S CHILDREN'S HOSPITAL and the Department of Pediatrics, University of British Columbia invite applications from Pediatricians. The individual will play a major role in our Developmental Paediatrics Division and have special responsibilities in the Hearing Disorders Program. The candidate must be qualified as a Fellow in Pediatrics (or equivalent) and have special expertise in Developmental Pediatrics. The candidate will have responsibilities in teaching graduate and undergraduate medical trainees, and establishment of an independent research program. Level of appointment in the Department of Pediatrics (UBC) would be negotiated. Salary will commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents of Canada. If no Canadian candidate is found, other candidates will be considered. The University of British Columbia is committed to the Federal Government's Equity Program, and encourages applications from all qualified individuals. Closing date for applications is May 31, 1991. Please send your reply to Dr. R.H. Hill, Head, Division of Developmental Pediatrics, Department of Pediatrics, c/o Sunnyhill Hospital, 3644 Slocan Street, Vancouver, British Columbia, Canada V5M 3E8.

PHYSICAL ACTIVITY STUDIES

UNIVERSITY OF REGINA. The Faculty of Physical Activity Studies invites applications for three full time, term positions at the Lecturer or Assistant Professor level. Successful candidates will teach undergraduate courses in Physical Activity Studies as well as maintain active professional activity in one or a number of the following areas: Sport Administration; Recreation Administration, Movement Education (teacher training); Anatomy and Biomechanics. Physical Activity skill classes. First consideration will be given to applicants possessing a graduate degree or degrees. A physical education or a related field. Applicants should possess a number of years experience in the professional field. A university teaching experience would be a strong asset. Salary will commensuate with qualifications and experience. Effective date of appointment is July 1, 1991 (starting date and term negotiable to a maximum of 12 months). We encourage applications as soon as possible. Position(s) will be filled when suitable candidates are secured. Direct applications, curriculum vitae and three letters of reference to Neil B. Sherlock, Dean, Faculty of Physical Activity Studies, University of Regina, Regina, Sask S4S 0A2, (306) 585-4373 In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

PHYSICAL EDUCATION & RECREATION

UNIVERSITY OF NEW BRUNSWICK. The Faculty of Physical Education and Recreation invites applications for a tenure-track position at the rank of Assistant Professor. The successful candidate should possess or be near the completion of a Ph.D. and will be expected to teach Sports Medicine, Care and Prevention of Athletic Injuries, Anatomy and designated activities in the degree program. Candidates with coaching strengths in one of volleyball, wrestling, field hockey or swimming are encouraged to apply. Applicants should submit a brief statement outlining their teaching, research and coaching strengths along with a current curriculum vitae and the names of three referees to: Dr. W.W. MacGillivary, Dean, Faculty of Physical Education and Recreation, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. This position is subject to final budgetary approval. Closing date for applications for this position is May 30th, 1991

UNIVERSITY OF NEW BRUNSWICK. The Faculty of Physical Education and Recreation invites applications for a tenure-track position at the rank of Assistant Professor. The successful candidate should possess or be near the completion of a Ph.D and will be expected to teach Outdoor Recreation courses along with the conduct of canoe, and fall and winter outdoor camp experiences in the undergraduate program. The successful candidate may also have responsibility in the activities program and some coaching responsibility. Applicants should submit a brief summary outlining their teaching, research and coaching experience along with a current curriculum vitae and the names of three referees to Dr. W.W. MacGillivary, Dean, Faculty of Physical Education and Recreation, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. This position is subject to final budgetary approval. Closing date for applications for this position is May 30th, 1991

PHYSICS

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Department of Physics has a contractually limited vacancy (subject to final budgetary approval) for an Assistant Professor to teach first and second year Physics. Send letter of application and a current c.v. with the names and addresses of 3 referees to Dr. Peter McGahen, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

ACADIA UNIVERSITY. The Department of Physics at Acadia University invites applications for a nine-month, contractually limited term, sabbatical replacement position at the assistant professor level starting August 1, 1991. Ph.D. required. The successful candidate will be expected to teach courses in physics at the undergraduate level. Research within the Department includes investigations of electrochromic thin films, non-intrusive testing of insulating windows, and Langmuir probes. A curriculum vitae together with the addresses of three references should be sent to: Dr. Roy L. Bishop, Head, Department of Physics, Acadia University, Wolfville, N.S. B0P 1X0. Applicants should refer to position #21003R. Consideration of applications will begin after April 1, 1991. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

THE UNIVERSITY OF BRITISH COLUMBIA. Physics Department. Applications are invited for a Research Associate position. A Ph.D. degree, or equivalent, is required and expertise in all or some of cryogenic technology, elementary particle detector technology, nuclear orientation/NMR and photolithography would be an asset. The successful candidate would work with a small group developing a cryogenic detector and studying magnetic materials. There could also be an involvement with the Sudbury Neutrino Observatory. Starting date would be September 1st, 1991. The University of British Columbia encourages qualified women and minority applicants. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Salary will depend on experience with a minimum of $30,000 per year. The appointment can be renewed annually, subject to budgetary confirmation, to a maximum period of three years. Applications with a curriculum vitae, list of publications, and the names of two referees should be directed by May 31st, 1991, to Dr. B.G. Turrell, Dept. of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 2A6 Competition #91-315 should be quoted.

UNIVERSITY OF WATERLOO, Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, astrophysics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Professor A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities

POLITICAL SCIENCE

UNIVERSITÉ LAVAL. Professeure' de Science Politique. Description: Poste de professeure' en science politique. Fonctions: Enseignement aux trois cycles d'études; Encadrement de travaux des deuxième et troisième cycles; Poursuite d'activités de recherche. Exigences: Détenir un doctorat avec thèse. Avoir une expérience d'enseignement universitaire et de recherche. Avoir des publications scientifiques. Traitement: Selon la convention collective. Entrée en fonction: Le 1er juin 1991. Tout dossier de candidature doit être expédié au plus tard le 17 mai 1991, à 17h00, accompagné de copies des publications et complété de trois lettres de recommandation que l'on fera envoyer à: M. Raymond Hudon, Directeur, Département de science politique, Université Laval, Cité universitaire, Québec, Qc, Canada G1K 7P4. "L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes."

YORK UNIVERSITY, ATKINSON COLLEGE, Department of Political Science, invites applications for two full-time tenure track positions at the associate or full level beginning July 1, 1991 (subject to the approval of the positions by the University). The first position is in the area of women and politics in Canada/public policy/law and politics/or comparative politics. The second position is in the area of urban and municipal politics/the political economy of cities/regionalism/political parties and voting. The ideal successful candidate should have a proven research and publication record of scholarly excellence as well as demonstrated skills in, and commitment to teaching and, more particularly, a commitment to teaching in a college devoted to part-time students. Duties will include teaching at both the undergraduate and graduate levels, a programme of productive research, and involvement and leadership in departmental work. Salary dependent on qualifications. York University is implementing a policy of employment equity, including affirmative action for women. Applicants should send a curriculum vitae, a letter stating interests relevent to the position, copies of three publications and the names of three referees to: Professor Daniel Drache, Chair, Department of Political Science, Atkinson College, York University, North York, Ontario, M3J 1P3. Application deadline is April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PRINTMAKING

CONCORDIA UNIVERSITY, MONTREAL, QUEBEC. Printmaking (Lithography & Serigraphy). Assistant Professor. Salary commensurate with qualifications and experience. Tenure track appointment commencing September 1st 1991. MFA or equivalent Professional experience at the university level preferred. Selected candidate required to teach introductory and advanced level courses in both lithography and serigraphy. Knowledge of French, and administative experience are assets. Applicants should include a detailed curriculum vitae, slides of recent work, and three letters of reference which should be sent to Associate Professor Dennis Jones, Chair, Department of Printmaking, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M8 Application deadline May 1, 1991. Both qualified men and women are encouraged to apply. We are an equal opportunity employer. Preference will be given to Canadians, but applications from others will be welcomed.

PSYCHIATRY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry. We are seeking a qualified psychiatrist or psychologist at the Assistant Professor level with an interest in personality and related disorders, to join a multi-disciplinary program engaged in treatment and research. The suitable candidate will have clinical experience in treating these disorders and active research interests in the field. Salary will be commensurate with the requirements of this part-time/part-time position, and subject to final budgetary approval. Candidates must be eligible for professional licensure in British Columbia. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages qualified women and minority applicants. The position will be available July 1, 1991. Closing date is May 31, 1991 or until a suitable applicant is found. Applications, including a curriculum vitae and names of three referees should be sent to Dr. H.C. Fibiger, Professor and Acting Head, Department of Psychiatry, 2211 Wesbrook Mall, Vancouver, B.C., V6T 2B5.

PSYCHOLOGY

BISHOP'S UNIVERSITY, Psychology. Applications are invited for a one-year temporary sabbatical replacement position at the Assistant Professor or Lecturer level. The position commences July 1, 1991. A Ph.D. and teaching experience at the university level are preferred. The candidate will teach three undergraduate courses per semester. Courses required are introductory psychology, principles of psychological testing and psychological research. The salary for an Assistant Professor starts at $36,401. Send application with curriculum vitae to Dr. A.F. de Man, Associate Dean of Social Sciences, Bishop's University, Lennoxville, QC J1M 1Z7. Telephone (819) 822-9636. Ask three referees to write directly to Dr. de Man. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Applications will be accepted until the position is filled.

DALHOUSIE UNIVERSITY. Applications are invited for a one-year limited term appointment at the Assistant Professor level, commencing July 1, 1991. A Ph.D. in any area of experimental psychology and teaching experience in experimental methods and statistics are preferred. The successful applicant will be expected to teach undergraduate courses in experimental methods, and one or more of the following areas of psychology: learning, developmental, and graduate level statistics. Applicants should send their curriculum vitae and arrange for three letters of reference to be sent to Dr. Richard E. Brown, Chairman, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, B3H 4J1 by 30 April 1991. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a commitment to employment equity under the Federal Contractors Program and welcomes applications from women, aboriginal peoples, visible minorities and disabled persons.

CONCORDIA UNIVERSITY, Department of Psychology. Applications are invited for a tenure track faculty position in Cognition/Perception beginning on June 1 or September 1, 1991, pending budgetary approval. Appointment will be at the Assistant Professor or Associate Professor level depending on qualifications. Applicants should have an active, ongoing research program, specializing in areas such as aspects of cognitive psychology, cognitive neuropsychology, human evoked potentials, sensation and perception, human factors, or modelling of neural mechanisms underlying cognitive/perceptual processes. The Department has 44 tenure track faculty positions and offers M.A. degrees in General-Experimental and Applied Psychology, as well as the Ph.D. in Psychology. The training program in

REGISTRAR

The University of New Brunswick is seeking a Registrar for its Fredericton Campus.

The Fredericton campus currently registers about 10,000 students in a wide range of undergraduate, graduate and professional programs. This senior level position is responsible for implementation of academic regulations and procedures, student records, liaison with high schools, admission and registration of students, course scheduling, production of enrolment based statistics and projections and the development of policies for efficient records management. The Registrar advises on academic policies and procedures concerning programs and students, and carries out related special studies.

Reporting to the Vice-President (Academic), the Registrar supervises a full-time staff of 23 and administers a budget of $850,000.

The successful candidate will have proven management and administrative skills, and the ability to communicate well and to work constructively with both faculty and students. Knowledge of computer-based records and registration system is an asset. A university degree and significant related experience is required.

The capital of New Brunswick, Fredericton is an attractive city situated on the Saint John river with a metropolitan population of 70,000.

The appointment is to commence August 1, 1991 or as soon thereafter as possible. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications including the names of three referees should be sent to:

Dr. R. E. Burridge
Vice-President (Academic)
University of New Brunswick
P. O. Box 4400
Fredericton, N.B. E3B 5A3

The closing date for applications is June 1, 1991.

UNIVERSITY OF NEW BRUNSWICK

Queen's University (Kingston, Canada)

DIRECTOR, SCHOOL OF MUSIC

Applications are invited for the position of Director of the School of Music

Candidates should hold a doctoral degree and have an established background of musical scholarship and/or performance and/or music education and/or composition. In addition, the Director should have administrative experience and personal skills which will enhance faculty development in the areas of teaching, research and/or performance. The Directorship offers opportunity for leadership particularly in the development of the undergraduate and proposed graduate programmes.

Music studies began at Queen's in 1935, and a formal music degree programme began in 1969. The School of Music moved into a new music building (Harrison-LeCaine Hall) in 1974. The School now offers courses leading to B.Mus., B.A., and B.A. Honours degrees with concentrations in performance, theory/composition, music education, music history and ethnomusicology. The School also offers a two-year licentiate diploma in performance. There are 15 full-time faculty members, 35 adjunct faculty, and approximately 200 full-time music students.

Salary and rank are negotiable. The closing date for applications is *15 OCTOBER 1991*. Applications should be accompanied by a *curriculum vitae* and the names of three referees.

Applications should be sent to:

Dr. Leslie G. Monkman, Chair
Advisory Committee for the Director of the School of Music
Faculty of Arts and Science
Queen's University
Kingston, Ontario K7L 3N6

Queen's University has an employment equity programme and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities, and visible minorities. The University is willing to help the spouse of a new appointee to seek suitable employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia is Canada's newest and the fourth publicly funded university in the province. It has a mandate to serve the northern two-thirds of British Columbia and a desire to quickly establish a strong reputation in both instruction and research. It will have a main campus in Prince George (pop. 70,000) and offer Arts, Science and Professional programs specifically targeted to meet the needs of northern B.C. The University will offer graduate programming and conduct research in a wide range of areas, with an emphasis in subjects of relevance to northern B.C. It will develop international contacts primarily in two areas, the circumpolar north and the pacific rim.

In addition to the outstanding invitations for applications for the positions of Vice-President, Academic; Vice-President, Administration; Director of External Relations and University Development; Director of Human Resources; and Institutional Research Officer, we are seeking additional key flexible and innovative people. Applications and nominations are presently being accepted for the following positions:

REGISTRAR

The Registrar will provide the leadership required to establish an Office of the Registrar. The Registrar reports to the Vice-President (Academic).

The successful candidate will be responsible for overall operations of the Records and Registration Office, the Scheduling Office, and the University Liaison Office. The Registrar will also be responsible for establishing and operating an on-line degree records and registration system, an on-line degree audit system, a automated facilities for scheduling and a telephone information and registration system. In addition, the Registrar will be responsible for degree certification and organization of annual convocations and other ceremonies. The Registrar will also be responsible for production of the University Calendar. The Office of the Registrar must be organized to provide services effectively throughout northern British Columbia.

A minimum of five years' experience as a Registrar or Associate/Assistant Registrar is required, as well as a background in on-line student related systems. An advanced degree is preferred. The Registrar must have the ability to work well with people and have strong written and oral communications skills.

CHIEF LIBRARIAN

The Chief Librarian will provide the leadership required to establish a library for the university, and reports to the Vice-President (Academic).

The successful candidate will establish a library at the main campus in Prince George and develop systems for delivering library services to numerous locations throughout northern British Columbia, in support of an extensive regional post-secondary educational effort. The Chief Librarian will help design the new library, hire the necessary staff and quickly acquire an extensive collection to support the university's research, and undergraduate and graduate programs. The Chief Librarian will utilize the most modern techniques in all areas of the library's operations. This is an opportunity to build a completely new library that will significantly enhance the educational resources of a *rapidly* developing region.

Candidates should have a professional degree from an accredited library school and a strong academic background, preferably at the doctoral level. Demonstrated administrative ability and an understanding of the major issues facing library administrators are required. Superior analytical and communications skills are also necessary as well as an ability to exercise strong leadership in this key area.

DIRECTOR OF INTERNATIONAL STUDIES

The Director of international Studies will establish and maintain the internationally related activities of the university. The Director reports to the Vice-President (Academic). The appointment is for a five year (renewable) term.

The successful candidate will organize, promote and support internationally oriented teaching, research and conference activities as well as student and faculty exchange programs. The Director may also chair a Department of International Studies which will offer international studies courses and coordinate the offering of related courses in other academic units. The Director will develop strong interest and support between UNBC and the communities in northern B.C., as well as working with the colleges in the region, establishing activities of mutual value. The Director will pay special attention to relations with the circumpolar north and the pacific rim.

The candidate should be a senior academic with research experience in international affairs and expertise in dealing with international agencies and administering agreements. Strong administrative and interpersonal skills are required. Previous experience with the circumpolar north or the pacific rim regions is an asset.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Northern British Columbia is committed to the principle of equity in employment.

Appointments take effect July 1st, 1991, or sooner. Salaries are open, depending upon qualifications and experience. Applications, accompanied by a curriculum vitae and the names of at least three referees, will be received until the position is filled. Applications should be sent to:

DIRECTOR OF REGIONAL OPERATIONS AND UNIVERSITY/ COLLEGE RELATIONS

The Director will effectively project the university's activities across the northern two-thirds of B.C., through close cooperation with the three colleges located in UNBC's region. The Director of Regional Operations reports to the Vice-President (Academic). The appointment is for a five year (renewable) term.

The Director of Regional Operations will ensure that the programming, research, conference and other activities of UNBC benefit all of the communities in northern B.C. The Director will supervise and manage all the credit and non-credit continuing and distance education operations of the university, including spring and summer sessions on and off campus. The Director will also liaise with other senior university personnel to ensure that the programming, research, conference, international and other activities of the university are reasonably distributed throughout the region. In addition, the Director will liaise with the three colleges in northern B.C. to help ensure that the university and college operations complement each other.

Candidates should have a strong academic background and previous administrative experience at a senior level in a university setting. Familiarity with the latest developments in Continuing and Distance Education is required. The candidate should also be able to represent the university effectively to a wide variety of cultural and community organizations, social service agencies, and government agencies. Superior analytical and communications skills are needed as well as the ability to work with individuals and groups with diverse interests and commitments. Considerable travel throughout northern British Columbia will be necessary.

DIRECTOR OF SERVICES

The Director of Services will organize a wide range of ancillary and support services for the university. The Director reports to the Vice-President (Administration).

The successful candidate will establish, supervise and manage UNBC's bookstore, printing services, postal services, security force, and food and liquor services. Special projects will be assigned from time to time. The Director will develop these services to serve all of the regional centres of UNBC as well as the main campus.

The candidate should have at least five years of administrative experience, preferably in a university setting. In addition, a knowledge of and demonstrated ability in fiscal management and planning, with experience of computer based budget and cost systems, is required. Knowledge and experience in the implementation of computer software related to business functions is also desirable. The candidate should also possess entrepreneurial talents and be able to exercise them with a sensitivity to the needs of students, faculty and staff.

DIRECTOR OF STUDENT SERVICES

The Director of Student Services will provide the leadership needed to establish an Office of Student Services at the university. The Director reports to the Vice-President (Academic).

The successful candidate will be responsible for the overall direction and supervision of staff relating to the delivery of student services in the areas of orientation, financial assistance, counselling and special needs. The Director is also responsible for liaising with official student groups and their representatives. In addition, The Director will advise members of the university community with respect to the development and provision of student services on campus.

The candidate should have a strong academic background and substantial experience in student services in a university setting. The successful candidate will possess initiative and strong organizational abilities, as well as good written and oral communications skills. Student services will need to be distributed effectively throughout northern B.C. Some travel and much evening work will be required.

Geoffrey R. Weller
President
University of Northern British Columbia
Box 1950, Station A
Prince George, B.C.
V2L 5E3

clinical psychology is fully accredited by CPA and APA. Among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applications will be considered starting February 1, 1991 but applications will be accepted until the position is filled. Send a letter of application, a curriculum vitae, representative publications, and three letters of reference to: Norman Segalowitz, Chairperson, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Concordia University is committed to employment equity.

CONCORDIA UNIVERSITY. Department of Psychology. Applications are invited for a tenure track faculty position in Behavioral Neurobiology beginning on June 1 or September 1, 1991, pending budgetary approval. Appointment will be at the Assistant Professor level. This position will be associated with the Centre for Studies in Behavioral Neurobiology, Department of Psychology. Applicants should have an ongoing productive research program capable of competing successfully for funding from major granting agencies. Their program of research should complement the major focus of research in the Center into the neural and hormonal mechanisms of motivated behaviour. Preference will be given to candidates with interdisciplinary post-doctoral training and experience. Duties will include development of an active research program, training of psychology graduate students and psychology undergraduate teaching (normally one course per semester). The Department has 44 tenure track faculty positions and offers M.A. degrees in General-Experimental and Applied Psychology, as well as the Ph.D. in Psychology. The training program in clinical psychology is fully accredited by CPA and APA. Among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioral Neurobiology. Applications will be considered starting February 1, 1991 but applications will be accepted until the position is filled. Send a letter of application, a curriculum vitae, representative publications, and three letters of reference to: J. Stewart, Director, Centre for Studies in Behavioral Neurobiology, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Concordia University is committed to employment equity.

BISHOP'S UNIVERSITY. Psychology. Applications are invited for a one-year temporary sabbatical replacement position at the Assistant Professor or Lecturer level. The position commences July 1, 1991. A Ph.D. and teaching experience at the university level are preferred. The candidate will teach three undergraduate courses per semester. Courses required are introductory psychology, personality and abnormal psychology. The salary for an Assistant Professor starts at $36,401. Send application with curriculum vitae to Dr. A.F. de Man, Associate Dean of Social Science, Bishop's University, Lennoxville, Quebec, J1M 1Z7; Tel: (819) 822-9600 Ext. 636. Ask three referees to write directly to Dr. de Man. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Applications will be accepted until the position is filled.

UNIVERSITÉ CONCORDIA. Le Département de psychologie sollicite des candidatures à un poste de professeur(e) susceptible de conduire à la permanence en Cognition / Perception. L'entrée en fonction aura lieu le 1er juin ou le 1er septembre 1991 sous réserve de ratification budgétaire. L'affectation se fera au rang de professeur(e) adjoint(e) ou agrégé(e), selon les titres et compétences. Les candidatures devront faire valoir un programme solide et suivi de recherche dans des domaines tels que: psychologie cognitive, neuropsychologie cognitive, potentiels évoqués chez les humains, sensation et perception, études ergonomiques ou modèles de mécanismes neurologiques sous-jacents aux processus cognitifs et perceptifs. Le corps professoral du Département de psychologie compte 44 postes assortis de la permanence ou y conduisant et offre des programmes de 2e et 3e cycles conduisant aux grades de M.A. in Applied Psychology, M.A. in General-Experimental Psychology et Ph.D. in Psychology. Le programme de formation clinique est pleinement reconnu par l'Association canadienne de psychologie et l'American Psychological Association. En plus des nombreux programmes de recherche en marche, le Département possède deux importants centres de recherche: le Centre de recherche en développement humain et le Centre d'études en neurobiologie comportementale. Les candidatures seront examinées à partir du 1er février 1991, jusqu'à ce que le poste soit comblé. On les prie de faire parvenir sa demande d'emploi, accompagnée d'un curriculum vitae, d'exemples de publications et de trois lettres de recommandation à: M. Norman Segalowitz, Directeur du Département de psychologie, Université Concordia, 1455, boul. de Maisonneuve ouest, Montréal (Québec) Canada H3G 1M8. Conformément aux règlements canadiens de l'immigration, cette offre d'emploi s'adresse en premier lieu aux personnes de citoyenneté canadienne ou défenant le statut de résidence permanente. L'Université Concordia s'inscrit au principe de l'égalité en matière d'emploi.

UNIVERSITÉ CONCORDIA Département de Psychologie sollicite des candidatures à un poste de professeur(e) susceptible de conduire à la permanence en Neurobiologie comportementale. L'entrée

en fonction aura lieu le 1er juin ou le 1er septembre 1991 sous réserve de ratification budgétaire. L'affectation se fera au rang de professeur(e) adjoint(e). Le poste sera rattaché au Centre d'études en neurobiologie comportementale, du Département de Psychologie. Les candidatures devront faire valoir un programme solide et suivi de recherche qui soit complémentaire à ceux que poursuivent actuellement les autres membres du Centre sur les mécanismes cérébraux et hormonaux du comportement maternel. Les fonctions comprennent l'enseignement d'un cours par semestre au 1er cycle et l'encadrement d'étudiants des cycles supérieurs. Le corps professoral du département de psychologie compte 44 postes permanents au conduisant à la permanence, et offre des programmes de 2e et 3e cycles conduisant aux grades de M.A. en Applied Psychology, M.A. in General-Experimental Psychology, et de Ph.D. in Psychology. Le programme de formation clinique jouit de la reconnaissance complète de l'Association canadienne de psychologie et de l'American Psychological Association. En plus de ses nombreux programmes de recherche en marche, le département possède deux importants centres de recherche: le Centre de recherches en développement humain et le Centre d'études en neurobiologie comportementale. Les candidatures seront examinées à partir du 1er février 1991, jusqu'à ce que le poste soit comblé. On fera parvenir sa demande d'emploi, accompagnée d'un curriculum vitae, d'exemples de publications, et de trois lettres de recommendation a J. Stewart, Directrice, Centre for Studies in Behavioural Neurobiology, Département de Psychologie, Universite Concordia, 1455 boul. de Maisonneuve ouest, Montréal, Québec, Canada H3G 1M8. Conformément aux règlements canadiens de l'immigration, cette offre d'emploi s'adresse en premier lieu aux personnes de citoyenneté canadienne ou détenant le statut de résidence permanente. L'Université Concordia s'astreint à la noirne d'égalité des chances.

SOCIOLOGY

SIMON FRASER UNIVERSITY. Vacancy in Sociology. The Department of Sociology/Anthropology invites applications for a visiting position in Sociology, rank open, for two semesters (September 1991 – April 1992). Preference will be given to those with an interest in contemporary sociological problems with an emphasis on ethnic relations. Remuneration commensuate with qualifications, relocation assistance available. Letter of application and curriculum vitae should be sent to the Chairperson of the Appointments Committee, Sociology/Anthropology Department, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada by May 1st. Please arrange for three letters of reference to be sent directly to the Appointments Committee. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

SIMON FRASER UNIVERSITY. Vacancy in Sociology. The Department of Sociology/Anthropology invites applications for a two-year visiting position in Sociology, rank open, from September 1991 to August 1993, with expertise in some combination of quantitative sociology, sociological methods, demography, aging and Canadian social issues. Remuneration commensuate with qualifications; relocation assistance available. Letter of application and curriculum vitae should be sent to the Chairperson of the Appointments Committee, Sociology/Anthropology Department, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada by May 1st. Please arrange for three letters of reference to be sent directly to the Appointments Committee. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

THE KING'S COLLEGE, a Christian liberal arts college offering 3-year B.A. and B.Sc. degrees, is inviting applications from women or men for a full-time tenure track vacancy in Sociology (pending Board approval). This position involves teaching introductory sociology and several upper level, undergraduate courses from sex roles, deviance, criminology, theory, socialization, marriage and family, health and illness, and religion. Teaching load is moderate and research is expected. A Ph.D. is required as well as agreement with the College's Christian Statement of Faith. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's College, Dept. 401, 10766 – 97 St., Edmonton, AB T5H 2M1; (403) 428-0727. The King's College is an equal opportunity employer, but in accordance with Canadian Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY & SOCIAL ANTHROPOLOGY

DALHOUSIE UNIVERSITY. The Department of Sociology and Social Anthropology of Dalhousie University invites applications for a tenure-track position at the rank of Assistant Professor commencing July 1, 1991. We are seeking candidates with interests in the area of Health and Illness. Applicants should hold a Ph.D. in Sociology or Anthropology. Application, current curriculum vitae and the names of at least three referees should be sent to Dr. Richard Apostle, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1T2. Applications will be accepted until May 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

SPANISH

UNIVERSITY OF ALBERTA. The Department of Romance Languages invites applications for a sessional instructor in Spanish for the period September 1, 1991, to April 30, 1992. Applicants should have native or near-native proficiency. PhD or ABD is preferred and evidence of strong teaching ability is essential. The successful applicant will teach in the undergraduate program and possibly give a graduate seminar in his/her area of specialization. Maximum salary is $24,600, plus benefits. Applications, to include a cv and be supported by three letters of reference, should be sent as soon as possible to Dr. P.L. Knight, Chair, Department of Romance Languages, University of Alberta, Edmonton, Alberta, Canada T6G 2E6, and will be accepted until April 30/91. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS & ACTUARIAL SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Statistical and Actuarial Sciences of the University of Western Ontario invites applications for limited term positions in areas such as statistics, applied probability, operations research, quality assurance and actuarial science. A Ph.D. degree and demonstrated excellence in teaching and research are required. Salary and rank will be commensurate with qualifications and experience. Special arrangements can be made for visitors on sabbatical leave. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Canada N6A 5B9. Application deadline: May 15, 1991. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

SURGERY

McGILL UNIVERSITY. General Paediatric Surgery. The McGill University sub-department of Paediatric General Surgery seeks a full time Paediatric General Surgeon. The position will include an appointment at an appropriate academic rank in the School of Medicine and privileges at the Montreal Children's Hospital. In addition to patient care, responsibilities will include teaching. Research will be a necessary major commitment (50%). The candidate must have completed a residency in General Paediatric Surgery. The candidate should have a working knowledge of both French and English. The appointment is available immediately. Please send curriculum vitae to: Dr. Frank M. Guttman, Director, General Paediatric Surgery, Room C-1137, The Montreal Children's Hospital, 2300 Tupper Street, Montreal, Quebec, H3H 1P3. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THEATRE

THORNELOE COLLEGE (Federated with Laurentian University) Theatre Arts Programme invites applications for a limited term sessional position from September 1, 1991 to April 30, 1992. Duties will include teaching introductory and acting courses, directing a workshop production and/or acting in a department production. The successful applicant will have an MFA in acting or directing, professional experience and some teaching experience. Further opportunity for professional employment may exist from late April to early June with the Sudbury Theatre Centre. Applicants should send a complete resume and arrange for three confidential letters of recommendation and transcripts to be sent to: Dr. R. Kerry White, Director, Theatre Arts Programme, Thornelee College, Ramsey Lake Road, Sudbury, Ont. P3E 2C6. Deadline for applications is April 30, 1991.

WOMEN'S STUDIES

UNIVERSITÉ CONCORDIA, Institut Simone de Beauvoir, programmes d'Études féministes. Dans le cadre de ses programmes en études féministes, l'Institut Simone de Beauvoir sollicite des candidatures pour un poste pouvant mener à la permanence, au rang de professeur-e adjoint-e. Qualifications requises: PhD ou équivalent; spécialisation en études féministes; expérience de l'enseignement au niveau universitaire; recherches et publications pertinentes; aptitude d'enseigner les théories et méthodes de recherche féministes dans une perspective historique, internationale, transculturelle. L'Institut s'intéresse particulièrement à la critique des pratiques d'exclusion. Le bilinguisme constitue un avantage. Les tâches assignées comprennent: enseignement au niveau du 1er cycle; participation à l'enseignement supérieur; orientation et encadrement des étudiant-e-s; travaux de recherche; coordination et développement des programmes. Le traitement sera conforme aux normes de la convention collective. Date d'entrée en vigueur du contrat le 1er juin 1991. Date limite pour la réception des candidatures accompagnées d'un curriculum vitae le 30 avril 1991. Faire également parvenir à la Directrice, Institut Simone de Beauvoir, Université Concordia, 1455 ouest boul. de Maisonneuve, Montréal H3G 1M8, trois lettres de recommandation confidentielles. L'Université Concordia s'astreint à la noirne d'égalité des chances. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

CONCORDIA UNIVERSITY, Simone de Beauvoir Institute, Women's Studies Program. Applications are invited for a tenure track position, at the rank of Assistant Professor in the Women's Studies Program. Qualifications required: Ph.D. or equivalent with a focus on feminist studies, teaching experience at the university level and publications in the field. Ability and commitment to teach feminist theory and research methods using historical, international and cross-cultural perspectives. The Program is particularly interested in the critique of exclusionary approaches. Bilingualism will be considered an asset. Duties include teaching at the undergraduate level, participation in graduate teaching, advising, research, coordination and development of the program. Salary is in accordance with the collective agreement. Effective date of appointment: June 1st, 1991. Application deadline: April 30, 1991. Send curriculum vitae and arrange to have three confidential letters of reference sent directly to: The Principal, Simone de Beauvoir Institute, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec, Canada H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity.

FOR SALE

TRAVEL INEXPENSIVELY IN EUROPE. Canadian sabbaticant in France selling 1981 Volkswagen Westphalia Camper Van in excellent condition, pop-up top, sleeps 4, fully-equipped, available July 1/91. Contact Dr. N. Kingsbury, LEST 35 avenue Jules Ferry, 13626 Aix en Provence, Cedex, France, tel: 33-42-26-84-27; fax. 33-42-26-79-37.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/393-1130.

ACCOMMODATION

WINNIPEG, MANITOBA – rental of 3 bedroom, 2000 square foot, new contemporary home on secluded, river lot; central location close to both universities; furnished or unfurnished, all appliances, air conditioner, decks, double garage, available July 1/91 for one year. Contact Kathie at 204-233-4306.

SABBATICAL IN ENGLAND? Comfortable family house in traffic-free neighbourhood three miles from University of London; From 1 September; 850 Pounds p.c.m.; Tel. Weber, 604 595 0104.

VISITING TORONTO? Bed and Breakfast in our restored downtown home from $45.00 daily, for longer stays furnished apt. for 1-4 people, weekly rates, Ashleigh Heritage Home tel: (416) 535-4000.

AVIGNON, FRANCE: Completely furnished 2 bedroom apartment $400 per week, $700 two weeks, $1,000 per month. Longer stays negotiable. All utilities included; Telephone (705) 945-1199 after 5 pm.

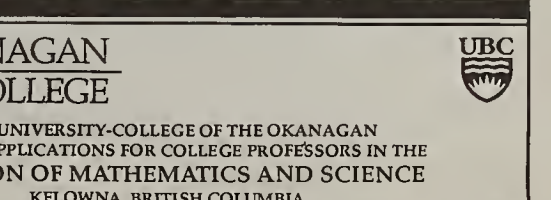
HOUSE AVAILABLE FOR VISITING ACADEMICS: 4 bedroom fully furnished, 2 bathrooms suitable especially for a family, located 1/2 hour from either York University or University of Toronto. Close to schools and all amenities. Available September 1st to July 1'92. Cost $1,150/month plus utilities; 416-791-4394.

LONDON, ENGLAND: Two bedroom apartment for rent in quiet residential area of North London. Excellent public transit links to city centre. Fully furnished with gas central heating, appliances and washing machine; Suitable for academic on sabbatical. Available for one year beginning July 8th, tel. (613) 723-2629.

APARTMENT SUBLET: Ottawa, 10 Driveway at Cooper, on the Canal, fully furnished, spacious, two BDRMs, two BTHs, LVR, DNR, walk in closet; Air conditioned; Spectacular view of Canal; Short walk to Parliament Hill and the University of Ottawa, 12-14 months from June 1991 (flexible); Rent $1,400 includes all, Please call 613-564-4978 or 594-8366.

SABBATICAL LET: Ottawa: June 1991-Summer 1992 (min 12 months) Walking distance to Carleton and National Archives, 3 bdrm A/C ground floor apt, en suite laundry, in new building by Dows Lake; indoor heated parking, etc. Rent $850 per month; (613) 237-2718.

LONDON, ONTARIO, UWO: Victorian executive home, furnished, three bedroom, 6 appliances, 4 piece bath, central air, fireplace, dining room, hardwood floors, stained glass, garage, fenced yard, walk downtown, close to UWO. Sublet July and August 1991, $1,000/month, call (519) 679-2224.



OKANAGAN COLLEGE

UBC

THE UNIVERSITY-COLLEGE OF THE OKANAGAN
INVITES APPLICATIONS FOR COLLEGE PROFESSORS IN THE
DIVISION OF MATHEMATICS AND SCIENCE
KELOWNA, BRITISH COLUMBIA

Okanagan College is a comprehensive college offering university degree programs, as well as two year vocational, developmental, career and technical programs. Programs leading to baccalaureate degrees in Arts and Science are given in cooperation with the University of British Columbia, and baccalaureate degrees in Education and Nursing in cooperation with the University of Victoria. The College operates campuses in Kelowna, Vernon, Salmon Arm, and Penticton, with degree completion programs concentrated in Kelowna.

STATISTICS - COMPETITION NO. 19FAC91
A statistician is required to teach courses in probability and statistics at the third and fourth year levels (stochastic processes, regression analysis, analysis of variance).

MATHEMATICS - COMPETITION NO. 20FAC91
Candidates in all areas of mathematics are encouraged to apply for this position. However, we are particularly interested in individuals with expertise in discrete mathematics or operations research. Candidates with a Masters Degree in Mathematics or Statistics and substantial post-secondary teaching experience will be considered for this position.

BIOLOGY - COMPETITION NO. 22FAC91
The successful applicant will be expected to teach Biology courses in Fresh Water Biology as part of the Water Quality Technology Program and upper level University courses in Limnology.

QUALIFICATIONS:
The preferred qualification for these positions is a Ph.D. in statistics, mathematics, biology, or a related area. Demonstrated excellence in undergraduate instruction is an important requirement, as is a commitment to scholarly endeavours. College professors in Mathematics and Science may be expected to teach introductory and service courses in their disciplines.

APPOINTMENT: Continuing, effective August 6, 1991.

SALARY: $39,228 - $58,940 (1991/92 Salary Scale).
Placement on scale is dependent upon qualifications and experience.

CLOSING DATE: April 30, 1991

Salary and working conditions are governed by the
Okanagan College Faculty Association Collective Agreement.

APPLICATIONS: Please submit a curriculum vitae and the names of three referees to:
Personnel Office
Okanagan College
1000 K.L.O. Road
Kelowna, British Columbia
V1Y 4X8

REFER TO COMPETITION NUMBER ABOVE UPON APPLICATION

FINLAY TRAVEL

FINLAY TRAVEL LIMITED
P.O. Box 433, 2 First Canadian Place
Suite 2360, Exchange Tower
Toronto, Ontario M5X 1E3
Telephone (416) 366-9771

YOU'RE ON THE MOVE AGAIN!

On the move again!

We are glad to report that the academic world is on the move again. Thankfully...our telephones are ringing and travel planning is proceeding at a good pace.

Fares have settled down — no more talk of fuel surcharges! There are some excellent fare opportunities!!

Check our Globetrotter fares (in this issue). If your particular destination is not mentioned—don't despair. We might have just what you're looking for. Don't forget we have dedicated staff ready to assist you. Call Jill or Don. For business travel within Canada and Trans-border call Chris or Barbara.

Seniors (over 60 years) please advise us at time of enquiry and booking.

'RAPID QUOTES' are going out steadily, usually by FAX, so please have your facsimile number(s) handy. More than one Fax number in the larger universities is handy, as some machines are in heavy use. We will telephone if the delay is more than an hour or two.

Let's hear from you soon.

Thank you for your support.

Our best wishes to all.

OUR SUMMER EUROPEAN PROGRAMME

From:	TORONTO		
To:	London/Glasgow/Manchester	From;	$476.00 - $697.00
	Paris	From;	$537.00 - $782.00
	Edinburgh	From;	$503.00 - $736.00
	Belfast	From;	$474.00 - $717.00
	Dublin/Shannon	From;	$513.00 - $756.00
	Amsterdam	From;	$531.00 - $721.00
	Copenhagen	From;	$664.00 - $797.00
	Vienna	From;	$632.00 - $731.00
From:	MONTREAL		
To:	London	From;	$541.00 - $806.00
	Paris	From;	$455.00 - $712.00
	Lyon	From;	$555.00 - $812.00
From:	QUEBEC		
To:	Paris	From;	$505.00 - $762.00

- Ask about our attractive fares East and West of Toronto/Montreal.
- Booking Conditions and Restrictions Apply
- All Fares and Conditions - Subject to change and may be withdrawn at any time.
- Not included: Canadian Transportation Tax $40.00.

CALL: (416) 366-9771 FAX: (416) 366-1005

E.& O.E. 03/91

If your destination is not shown —
chances are we can offer you an attractive fare.
Please advise us of your particular destination.

OCEAN BREEZES

North Sea • Scandinavia • Baltic • Norwegian Fjord Cruises • Norwegian Coastal Voyages • Sweden - Finland - Germany • Rhine • Danube • Elbe Cruises • Hebridean and Clyde Ferries • Highlands and Islands of Scotland • Enquire at time of Trans-Atlantic Booking.

Most services operate May - October.

LONG DURATION EUROPEAN flights and fares are available to London, Amsterdam, Paris, Frankfurt and Zurich from various points across Canada.
CALL: (416)366-9771 • FAX: (416)366-1005

OUR UK/CONTINENTAL RAIL/COACH PASSES

The ultimate freedom. All passes must be purchased before leaving Canada.

EURAILPASS: unlimited first class travel
$458.00 15 days
$584.00 21 days

EURAIL FLEXIPASS:
Any 5 days within 15 days $269.00
Any 9 days within 21 days $469.00

FRANCE:
Any 4 days within 15 days $209.00
Any 9 days within 1 month $365.00

EUROPEAN EASTPASS:: First class rail travel in Austria, Czechoslovakia/Hungary/Poland.
Any 5 days within 15 days $189.00
Any 10 days within 1 month $299.00

BRITRAIL:
Unlimited first class travel
$369.00 8 days
$539.00 15 days

BRITRAIL FLEXIPASS:
Any 4 days within 8 days $295.00
Any 8 days within 15 days $419.00

BRITFRANCE: Rail travel in France and Great Britain including round trip crossing of the Channel.
Any 5 days within 15 day $395.00
Any 10 days within 1 month $585.00

BRITAIN BY BUS: unlimited travel on National Express and Caledonian Express in England, Scotland and Wales.
5 days $129.00
8 days $179.00
15 days $267.00
22 days $317.00

NEW

CALL: (416) 366-9771 FAX: (416) 366-1005

E. & O.E. 03/91

GLOBETROTTER
One-Way Fares World Destinations

From:	HALIFAX/MONTREAL/OTTAWA		
To:	Amsterdam	From;	$ 468.00 to $ 669.00
From:	TORONTO		
To:	London/Manchester/Glasgow Edinburgh/Belfast/ Dublin/Shannon	From;	$ 399.00 to $ 470.00
	Amsterdam	From	$ 399.00 to $ 470.00
To:	Paris	From;	$ 499.00 to $ 689.00
To:	Brisbane/Sydney/Melbourne/ via Hong Kong	From;	$468.00 to $ 499.00
To:	Auckland via Hong Kong	From;	$1280.00 to $1380.00
To:	Hong Kong/Taipei	From;	$1350.00 to $1450.00
To:	Bangkok	From;	$894.00
To:	Jakarta	From;	$953.00 to $1088.00
To:	Singapore	From;	$1043.00 to $1178.00
From:	CALGARY	From;	$971.00 to $1097.00
To:	Amsterdam	From;	$ 689.00 to $ 889.00
From:	VANCOUVER		
To:	Amsterdam	From;	$ 699.00 to $ 899.00

Ask about our attractive fares from all other Canadian points.

• BOOKING CONDITIONS & RESTRICTIONS APPLY: • ALL FARES AND CONDITIONS — SUBJECT TO CHANGE AND MAY BE WITHDRAWN ANYTIME.
Not included: Canadian Transportation Tax $40.00.

CALL: (416) 366-9771 FAX: (416) 366-1005

E. & O.E. 03/91

GLOBETROTTER SOUTH PACIFIC

From VANCOUVER via Hong Kong

Brisbane/Sydney/Melbourne	$1759.00 - $2199.00
Auckland	$1599.00 - $2029.00
Perth	$1895.00 - $2353.00

SEASONS: LOW - Sept. 8 - Nov. 30 / April 1 - June 14 / July 8 - Aug. 14.
HIGH - June 15 - July 17 / Aug. 15 - Sept. 7 / December

Ask about our attractive fares from all other Canadian points East and West of Vancouver.

All airfares quoted are return and valid for one year.
Stopover permitted in Hong Kong.

ALL FARES & CONDITIONS - SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME.
BOOKING CONDITIONS AND RESTRICTIONS APPLY
Not included: Canadian Transportation Tax $40.00.
CALL: (416) 366-9771 FAX: (416) 366-1005

E. & O.E. 03/91

From VANCOUVER direct service.

Sydney/Melbourne/Brisbane/ Cairns	$1814.00 - $2038.00

SEASONS:
LOW - Feb. 1 - Aug 30/91
ALL TRAVEL COMPLETED BY SEPT. 30/91
SHOULDER -Sept. 1 - Nov. 30/91
ALL TRAVEL COMPLETED BY DEC. 11/91
Minimum stay: 5 days
Maximum stay: 3 months except all travel completed by above deadlines.

ALL FARES & CONDITIONS - SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME.
BOOKING CONDITIONS AND RESTRICTIONS APPLY
Not included: Canadian Transportation Tax $40.00.
CALL: (416) 366-9771 FAX: (416) 366-1005

E. & O.E. 03/91

C.A.U.T./A.C.P.U. WORKSHOPS • COMMITTEE MEETINGS • CONFERENCES • CONSORTIUMS

A number of meetings are scheduled during 1991. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.
Call (416) 366-9774 or Toll Free 1-800-268-8577.

OUR FARES TO THE ORIENT

FROM TORONTO:

To:	Bangkok	From	$1409.00 to $1653.00
	Kuala Lumpur/Singapore/Penang	From;	$1557.00 to $1727.00
	Jakarta/Denpasar	From;	$1659.00 to $1830.00
	Hong Kong/Taipei	From	$1333.00 to $1593.00
	Seoul	From;	$1261.00 to $1807.00

Ask about our attractive fares from all other Canadian points East and West of Toronto.
• BOOKING CONDITIONS & RESTRICTIONS APPLY
• ALL FARES AND CONDITIONS — SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANYTIME.
CALL (416) 366-9771 FAX: (416) 366-1005

E. & O.E. 03/91

FINLAY TRAVEL
Suite 2360, Exchange Tower, P.O. Box 433
2 First Canadian Place, Toronto, Ontario M5X 1E3
Tel: (416) 366-9771
A FULL SERVICE AGENCY

Nous offrons aussi un service en français si vous le désirez
(416) 366-9771 Fax (416) 366-1005 Whenever possible.
Reservations Only Toll-Free 1-800-268-8577
QUALITY, VALUE AND SERVICE UNSURPASSED.
Fares subject to change. Any or all of the above offerings may be withdrawn at anytime.

caut acpu

STATUS OF WOMEN SUPPLEMENT
SUPPLÉMENT DU STATUT DE LA FEMME
1991

Employment Equity for Women: A Status Report 1991

Editor's Introduction to the Supplement

Vous trouverez le français de cet article à la page 2.

by Janice Drakich, University of Windsor

Introduction

Employment and educational equity for women have been on academic women's agenda for more than 20 years but regrettably few universities responded to the call for equity until the latter half of the 1980's. The movement toward equity for university women has been initiated and driven primarily by women faculty on their campuses. Women have been instrumental in developing infrastructures — status of women officer(s), women's studies programmes, sexual harassment policies and related officer(s), and status of women committees — to examine, monitor, initiate and highlight issues relevant to women faculty, students, and non-teaching staff.

A great deal is owed to academic women activists who, usually at the risk of their careers, kept equity issues for women alive at their institutions and established the context for equity discussions and action. Astonishingly their collective voice, their scholarship, and their equity efforts have not transformed the masculinist culture of the university.

In 1986 external pressure from the federal government and a few provincial governments, notably Ontario and Quebec, reinforced women's call for equity action and underscored advancement toward a new equity.

The National Picture: Federal Contractors Program

A comparison of university employment equity profiles points to the unevenness of attention to and development of employment equity for women across university administrations, faculty associations, provincial governments and provincial faculty associations. Moreover, this comparison suggests that equity action is accelerated at those universities which have taken advantage of provincial initiatives and are members of the Federal Contractors Program (FCP) [see Figure 1 on page 3].

Thirty universities are now members of the FCP [see Figure 2 on page 3]. Although universities participating in the program are required to conform to 11 program-related criteria, not all members have done so. Not surprisingly, the requirements of the Federal Contractors Program appear to mobilize many university signatories to undertake equity action on their campuses when they are under review.

Universities are selected at random for an assessment of their work plan and objectives, however there are no standardized criteria for assessing success and no effective penalties for failure. Little attention seems to be paid to quantitative or qualitative demonstrations of actual change and progress toward equity. The FCP's approach is consultative and non-coercive. Therefore universities not in compliance are given a year to comply. While the Federal Contractors Program focusses on four designated groups — women, visible minorities, First Nations' people and the disabled, much work remains to be done to accomplish equity for women in *all* the designated groups. No employment equity scheme has yet been designed to specifically include women of colour, First Nations women, or disabled women. If university administrations can implement an effective equity action strategy for women, the largest group designated for equity action, implementing equity for men in the other groups should follow more easily.

University Response: Equity Schemes

A variety of employment equity schemes has been developed in response to the Federal Contractors Program, provincial programmes, and status of women committees or through the negotiations of faculty associations. Ostensibly interchangeable terms such as policy or plan have been employed to refer to these schemes; but these terms obviate the differences between schemes.

To highlight the differences, I use three terms "employment equity policy", "employment equity plan", and "employment equity action strategy". Most universities now have "employment equity policies" which are formally adopted statements of commitment to the principle of employment equity.

continued on page 3

Notes on Contributors

Penny Allderdice is Professor of Cytogenetics at Memorial University and the Chair of the CAUT SWC.

Mariette Blanchette is legal counsel at CAUT and secretary to CAUT SWC.

Helen Breslauer is a sociologist and senior research officer at OCUFA. She is the OCUFA observer to the CAUT SWC.

Ed Crowley is a biblical scholar and Professor Emeritus at the University of Windsor.

Janice Drakich, editor of the 1991 CAUT SWC Supplement, is a sociologist at the University of Windsor and a member of the CAUT SWC.

Jane Gordon is a sociologist at Mount St. Vincent and Chair, NSCUFA SWC.

Susan Jackel is a Canadian Studies scholar at the University of Alberta and a member of CAUT SWC.

Alicja Muszynski is a sociologist at the University of Regina and a member of CAUT SWC.

Michele Pujol is an economist at the University of Victoria.

Don Savage is Executive Director, CAUT and an ex-officio member.

June Sharp is Employment Equity Coordinator at Simon Fraser University.

Penni Stewart is a sociologist at York University and a member of the Faculty Association (YUFA) executive.

Christine Storm is a psychologist at Mount Allison University and President of the Faculty Association (MAFA).

Marilyn Taylor is in the Department of Applied Social Science at Concordia University and a member of CAUT SWC.

Inside Stories/À l'intérieur

A Historical Perspective 4
The Players in the Piece 7
Support Group for Women at the University of Windsor 10
CAUT's Policy Statement 12

PROVINCIAL SUMMARIES
British Columbia 14
Alberta 15
Saskatchewan 17
Manitoba 18
Ontario 20
Québec 24
New Brunswick 28
Nova Scotia 30
P.E.I. and Newfoundland/ Labrador 31

and more...

Égalité en emploi et en éducation pour les femmes : un rapport de la situation en 1991

par Janice Drakich,
Université de Windsor

Introduction

Depuis plus de 20 ans, l'égalité en emploi et l'éducation nécessaire pour y parvenir figurent au programme des femmes universitaires. Hélas, jusque vers la deuxième moitié des années 1980, peu d'universités ont répondu à l'appel de l'égalité. Ce sont d'abord les professeures qui ont lancé le mouvement en faveur de l'égalité des femmes universitaires. Les femmes ont contribué à la mise en place d'infrastructures, notamment la création de postes d'agentes responsables de la condition féminine, de programmes d'études féminines, de politiques sur le harcèlement sexuel et les postes qui y sont reliés, de comités sur le statut de la femme, qui visent à examiner, surveiller, mettre en oeuvre et faire valoir des questions relatives aux professeures, étudiantes et employées non enseignantes.

Nous devons beaucoup aux féministes des universités qui, au risque de leur carrière, ont fait valoir les problèmes d'inégalité à l'endroit des femmes dans leur université respective et ont suscité des discussions et des gestes en faveur de l'égalité. Malheureusement, leurs efforts collectifs en faveur de l'égalité et leurs études n'ont pas permis de transformer la culture pro-masculine de l'université.

En 1986, des pressions externes du gouvernement fédéral et de quelques gouvernements provinciaux, notamment l'Ontario et le Québec, ont renforcé l'appel des femmes en faveur de l'équité et ont encouragé le cheminement vers une nouvelle égalité.

À l'échelle nationale : le Programme de contrats fédéraux

Une comparaison des réalisations en matière d'égalité dans les universités montre que l'élaboration de programmes pour les femmes ne reçoit pas la même attention parmi les administrations universitaires, les associations de professeurs, les gouvernements provinciaux et les associations provinciales de professeurs. De plus, cette comparaison suggère que la mise en oeuvre de l'égalité avance plus rapidement dans les universités qui profitent des initiatives provinciales et qui sont inscrites au Programme de contrats fédéraux. Je traiterai brièvement de ce programme [voir la figure 1 à la page 3] car les programmes provinciaux sont décrits dans d'autres articles.

À l'heure actuelle, 30 universités sont membres du programme [voir la figure 2, en anglais seulement, à la page 3]. Bien qu'elles soient tenues de se conformer à dix critères, ce ne sont pas toutes les universités membres qui le font. Il n'est pas surprenant de constater que les universités signataires semblent entreprendre des projets en matière d'égalité pour se conformer aux conditions du Programme de contrats fédéraux au moment où elles font l'objet d'un examen.

On choisit au hasard les universités pour évaluer leur plan de travail et leurs objectifs. Il n'existe toutefois pas de normes pour évaluer la réussite ni de sanctions efficaces en cas d'échec. On semble accorder peu d'attention aux preuves quantitatives et qualitatives de changement et de progrès vers l'égalité. Le Programme de contrats fédéraux est un processus consultatif et non coercitif. Les universités qui ne s'y conforment pas ont alors un an pour y arriver. Bien que le programme s'attache à quatre groupes désignés, soit les femmes, les minorités visibles, les peuples des premières nations et les handicapés, il reste encore beaucoup de chemin à parcourir pour que les femmes soient égalitaires dans ces quatre groupes. Si les administrations universitaires peuvent mettre en oeuvre des stratégies efficaces pour assurer l'égalité aux femmes, puisqu'elles constituent le groupe désigné le plus important, il devrait alors être plus facile de le faire pour les autres groupes.

Programmes d'égalité

En réaction au Programme de contrats fédéraux, de nombreux programmes d'égalité en emploi ont été mis au point par l'entremise de programmes provinciaux, de comités du statut de la femme ou par l'intermédiaire des négociations des associations de professeurs. Il semble que l'on interchange des termes comme politique ou programme pour faire référence à ces programmes. Toutefois, ces termes ne marquent pas les différences entre les programmes. Par conséquent, pour les distinguer, j'utilise les termes «politique d'égalité en emploi», «programme d'égalité en emploi» et «stratégie pour l'égalité en emploi».

La plupart des universités disposent de «politiques d'égalité en emploi» qui consistent en des déclarations officielles d'engagement au principe d'égalité en emploi. Certaines universités sont dotées de «programme d'égalité en emploi» qui étendent l'engagement à l'articulation des objectifs et des échéanciers. Cependant, peu d'universités offrent des «stratégies pour l'égalité en emploi» qui vont de l'articulation des objectifs et des échéanciers à leur réalisation.

Chaque programme d'égalité en emploi devrait avoir pour but de permettre la mise en place d'une stratégie qui amènera les vrais changements. Tandis que des stratégies d'action fondées sur le nombre seulement, à l'exemple de l'institut Ryerson et du Ontario College of Arts, qui assignent certains postes à des femmes seulement, permettent de modifier la répartition des postes de professeurs entre les sexes, ils ne réussiront pas, par contre à transformer l'université. L'Université de Windsor et l'Université York ont mis en place des structures centralisées qui modifient le milieu et qui finiront par transformer l'université. Ces deux établissements sont dotées de stratégies qui ne se limitent pas au «nombre seulement» pour s'en prendre à la discrimination systémique. Tous les comités de sélection respectent la lettre et l'esprit de l'égalité en emploi lors du recrutement de candidats. Les diagrammes que l'on retrouvent dans le présent supplément illustrent les structures des stratégies d'action en matière d'égalité en emploi des universités York et de Windsor.

Janice Drakich, University of Windsor

L'élaboration de programmes d'égalité en emploi et de stratégies pour les mettre en oeuvre est une activité complexe. Comme en témoignent les nombreuses demandes d'information que reçoit le Comité du statut de la femme de l'ACPU quant à l'égalité pour les professeures, il est manifeste que l'on manque d'information sur les stratégies et les programmes d'égalité dans les universités du pays.

Le Comité du statut de la femme a donc décidé de produire un document utile pour les personnes oeuvrant à l'avant-plan de l'égalité en emploi. Le document servira également de source fondamentale d'information aux professeurs et aux associations de professeurs d'un océan à l'autre. Le supplément vise à vous fournir des rapports sur la situation des femmes dans d'autres universités, des exemples de réalisations de vos collègues pour que vous puissiez constater ce que d'autres font, les progrès effectués ou les piétinements, et ce qui est sans doute le plus important, il a pour but de vous faire partager des idées et de l'information. Nous espérons que le supplément traduit notre intention de vous aider à amener votre université à l'égalité.

L'article principal relate l'historique des réalisations du Comité du statut de la femme de l'ACPU. Les politiques émises par le Comité du statut de la femme de l'ACPU au cours de son existence ont contribué à l'élaboration, à l'échelle locale, de politiques sur le harcèlement sexuel et l'action positive pour les femmes.

Mme Helen Breslauer, sociologue et agente principale de recherches à l'UAPUO, a rédigé un article sur le besoin de nouer des alliances en vue d'une action fructueuse pour l'égalité. M. Ed Crowley, professeur émérite à l'Université de Windsor, traite des alliances entre professeurs et professeures. Il relate une initiative unique de la part de professeurs dans le but d'appuyer leurs collègues féminins et de partager la tâche de transformer le «climat de refroidissement». Les autres articles visent à brosser un tableau rapide des réalisations en matière d'égalité pour les femmes dans les universités canadiennes ainsi que les initiatives des associations provinciales de professeurs.

Le supplément comprend également un résumé des activités dans ce domaine de chaque province et des associations provinciales de professeurs de l'Alberta, de la Colombie-Britannique, de l'Ontario, du Québec, de la Nouvelle-Écosse et du Nouveau-Brunswick. Chaque résumé provincial comporte des données sur le pourcentage de professeures occupant des postes permanents ou menant à la permanence par université.

Nous donnons également des modèles de stratégies pour aider à l'élaboration de programmes d'égalité en emploi et de stratégies d'action. Nous offrons en outre des données pour les professeures occupant des postes permanents ou menant à la permanence, les étudiantes inscrites au doctorat par discipline et le nombre de doctorats décernés à des femmes par discipline. Nous espérons que ces renseignements aideront à l'établissement d'objectifs ainsi qu'à l'élahoration de programmes d'égalité en emploi et de stratégies d'action.

Employment Equity *continued from page 1*

Some universities have "employment equity plans" which extend the commitment to an articulation of goals, timetables and objectives. Few universities, however, have "employment equity action strategies" which establish the process of implementation from the articulation of goals and timetables to the achievement of these goals and timetables.

The goal of each employment equity scheme should be the establishment of an action strategy which will bring about real change. While "numbers only" action strategies, such as those at Ryerson and at the Ontario College of Art, which designate certain positions for "women only", will change the gender distribution of the faculty, they will do little to transform the university itself. The University of Windsor and York University are two universities which have established centralized structures to both effect change and ultimately transform the university. York and Windsor have action strategies which go beyond "numbers only" to address systemic discrimination. Monitoring the hiring process in all committees and holding academic units accountable maintain both the letter and the spirit of the employment equity commitment. Use the information supplied in this supplement to ensure the long overdue presence of an inclusive women's mosaic in the academy.

The development of employment equity plans and action strategies is complex. The many requests which come to the CAUT Status of Women Committee for information on equity for women faculty alerted us to lacunae in knowledge and information resources with respect to equity action and schemes across campuses.

The CAUT Status of Women Committee decided to produce a useful document for individuals working on the front lines of equity and an information base for faculty and faculty associations across Canada. It is designed to provide you with status reports, examples of action strategies and data from across Canada so that you can see what others are doing and their progress or lack of it, but perhaps, most importantly, to share ideas and information. It is our hope that this special supplement will help you in moving your universities toward equity.

The lead article in the supplement is the history of the initiatives undertaken by the CAUT Status of Women Committee. The policies produced by the CAUT SWC over its life have been instrumental in the development of local policies on sexual harassment and affirmative action for women.

Dr. Helen Breslauer, a sociologist and Senior Research Officer at OCUFA, addresses the need to establish alliances for successful equity action. Ed Crowley, Professor Emeritus at the University of Windsor, addresses the alliance between men and women faculty. He details a unique initiative undertaken by men faculty to share the burden of transforming "the chilly climate" with their women colleagues. The remaining articles are designed to provide a snapshot of equity action for women at Canadian universities and the initiatives of Provincial Faculty Associations.

A summary of equity activities within each province and the provincial faculty associations for Alberta, British Columbia, Ontario, Quebec, Nova Scotia and New Brunswick are reported. Data on the percentage of tenured and tenure-stream women faculty by university are included in each provincial summary.

In addition, we provide illustrative action strategies, and data on tenured and tenure-stream women faculty, women student Ph.D. enrolment by discipline, and Ph.D.s awarded to women by discipline in Canada. We hope that this information will be useful in the establishment of goals and the development of your employment equity plans and action strategies.

Figure 2

Certified Universities – Federal Contractors Program:

Ontario
Carleton University
McMaster University
Queen's University
Ryerson Polytechnical Institute
Trent University
University of Guelph
University of Ottawa
University of Toronto
University of Waterloo
University of Windsor
York University
University of Western Ontario

British Columbia
Simon Fraser University
University of British Columbia
University of Victoria

Nova Scotia
Dalhousie University
Mount St. Vincent University
Technical University of Nova Scotia

Quebec
Concordia University
McGill University
Université Laval
Corporation de l'école Polytechnique
Université du Québec à Montréal

Alberta
University of Alberta
University of Calgary

Manitoba
University of Manitoba

New Brunswick
University of New Brunswick

Saskatchewan
University of Saskatchewan
University of Regina

Newfoundland
Memorial University of Newfoundland

Figure 1

The Federal Contractors Program

Under the Federal Contractors Program, organizations employing 100 persons or more and wanting to bid on contracts of at least $200,000, are required to commit to implementing employment equity as a condition of their bid. Employment Equity under the Federal Contractors Program covers four designated or target groups: women, visible minorities, First Nations People, and the disabled. The Federal Contractors Program requires universities to conform to a comprehensive sequence of steps as a condition of funding. The first stage requires collecting and maintaining data on the distribution of designated group members in the university and in the relevant workforce categories outside the university, and reviewing the university's policies with a view to eliminating systemic discriminatory practices. The second stage moves from data collection to the establishment of goals for the hiring and training of members of designated groups. There are 11 criteria to which a university contractor must conform:

- communication of employment equity commitment;
- assignment of senior personnel with responsibility for employment equity;
- collection and maintenance of workforce and applicant data on designated groups;
- analysis of designated group representation within the university;
- elimination of discrimination in employment practices and systems;
- establishment of goals for the hiring, training and promotion of designated group employees;
- establishment of a work plan;
- adoption of special measures;
- establishment of a favourable climate;
- adoption of procedures to monitor the implementation of employment equity; and
- authorization of access to records.

Le Programme de contrats fédéraux

En vertu du Programme de contrats fédéraux, un organisme qui compte 100 employés ou plus et qui désirent soumissionner des contrats de plus de 200 000 $ doit s'engager à réaliser l'égalité en emploi. Cette condition en vertu du Programme de contrats fédéraux touche quatre groupes cible ou désignés : les femmes, les minorités visibles, les peuples des premières nations et les personnes handicapées. Le Programme de contrats fédéraux exige des universités de se conformer à un plan d'action détaillé en plusieurs étapes si elles veulent obtenir des fonds. La première étape insiste sur la recherche. Il s'agit de recueillir et de tenir des données sur la répartition à l'université des membres des groupes désignés et dans les catégories de main-d'oeuvre pertinentes à l'extérieur de l'université. Il faut également que les universités revoient leurs politiques dans le but d'éliminer les pratiques de discrimination systémique. La deuxième étape consiste à établir des objectifs pour le recrutement et la formation des membres des groupes désignés. Une université inscrite au programme doit se conformer aux onze critères suivants :

- communication de l'engagement à l'égalité en emploi;
- affectation d'une personne à un poste supérieur et responsable de l'égalité en emploi;
- collectes et maintien de données sur des candidats et la main-d'oeuvre de groupes désignés;
- analyse de la représentation des groupes désignés au sein de l'université;
- élimination de la discrimination dans les pratiques et les programmes d'emploi;
- établissement d'objectifs pour le recrutement, la formation et la promotion des membres des groupes désignés;
- mise au point d'un plan de travail;
- adoption de mesures particulières;
- création d'un climat favorable;
- adoption de procédures pour surveiller la mise en oeuvre de l'égalité en emploi; et
- autorisation de consulter les dossiers.

Employment Equity at CAUT: A Historical Perspective

by Mariette Blanchette and Donald Savage, CAUT

Academic Freedom and Feminism: The Early Years

Since its inception in 1951, CAUT's mandate has been to support and implement human rights and fair employment conditions in Canadian universities. Towards the end of the 1950s CAUT created its Academic Freedom and Tenure Committee to assist faculty members who considered that their individual rights had been violated by their university.

The Committee began to elaborate policies and procedures and, in its most recent formulation in 1977, it stated that universities' collective agreements or by-laws should include an article giving legal force to the idea of academic freedom. In particular, this article should include the notion of:

> ...freedom in carrying out research and in publishing the results thereof, freedom of teaching and discussion, freedom to criticize the university and the faculty association, and freedom from institutional censorship.

It goes on to state that "academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible."

Prompted by these developments at CAUT, faculty associations across the country have negotiated similar wordings in their collective agreements or equivalent documents. These rights provided an important legal context in which feminist criticism of Canadian universities could function. No one would pretend that such formulations have prevented subtle, and sometimes not so subtle, discrimination against those who wished to change things. Nevertheless, academic freedom, as defined by CAUT, is an important ingredient in the long and difficult history of trying to enhance the status of women and to ensure employment equity in Canadian universities since, without it, it would not have been possible to launch a feminist critique of the universities.

However, the values of academic freedom and the notion of an academic career open to talent regardless of background could be nullified by overt or systemic discrimination. As a consequence, over the years, CAUT has believed that employment equity for women would be advanced by the abolition of specific abuses and the provision of positive benefits.

In 1961 CAUT adopted a Policy Statement on Equal Opportunities for Women Faculty Members. It stated:

> **The Canadian Association of University Teachers is of the opinion that, in accordance with the principle of equal pay for work of equal value, there should be no discrimination based upon sex among faculty members, with regard to pay, status or workload. Women who are appointed to the teaching staff of a Canadian university are expected to have the same opportunities as similarly qualified men.**

It is important to remember that this was 1961.

SWC and Collective Bargaining: The 1970s

The 1970s saw two important changes in CAUT which would affect the development of equity policy. The Committee on the Status of Women, since its creation in 1972, has pressed vigorously for CAUT policies that would abolish discrimination and encourage the fair treatment of women in universities. Professor Naomi Griffiths was the founding Chair, and Professor Jill Conway was the first elected Chair.

The same period saw the rise of collective bargaining which provided a powerful new instrument for righting wrongs and for entrenching with legal language, provisions of direct concern to women faculty. This meant that CAUT policy statements and guidelines could be translated by local negotiation into the collective agreements of specific universities and become the law of the campus.

Most collective agreements incorporated statements on academic freedom. CAUT also encouraged the inclusion of a companion article banning discrimination and setting out the prohibited categories. CAUT set a standard through its own model statement; the most recent version of which states that there should be no discrimination on the basis of sex, sexual orientation, marital status or family relationship.

Since then CAUT has urged universities to analyze salaries to ensure that any discrimination is rectified. Faculty associations across the country have used their collective agreements to create temporary equity funds to redress salary discrimination on their campuses.

In 1973, CAUT approved its Policy Statement on Refusal of Academic Appointment on the Basis of Family Relationship Rather than Merit. The aim was to encourage universities to eliminate the practice whereby the wives of faculty members were barred from academic employment at the university, or only offered derisory part-time employment, regardless of their qualifications. Since then most formal restrictions of this kind have been abolished, although some administrations still try to do this in practice.

Donald Savage, CAUT

Mariette Blanchette, CAUT

Maternity Leave

In 1974 CAUT approved its first Policy Statement on Maternity Leave. This was a step towards equity as opposed to equality — achieving equality by recognizing differences. Almost immediately this became part of the process of collective bargaining. Most university administrations vigorously opposed maternity leave at the bargaining table. Nevertheless most associations were able to make it part of their collective agreements at a fairly early date.

CAUT's policy on maternity leave has evolved since the 1970s. Presently titled the "CAUT Policy Statement on Parental Leave", it notes that the purpose is "to enable both women and men to successfully combine an academic career and family responsibilities without significant financial or career loss and to recognize the role of both father and mother in childbirth and child rearing...". More recently the CAUT has lobbied the federal government for the implementation of an effective child care policy.

What is Fair?

In the 1970s CAUT also adopted a Policy Statement on Professional Ethics and Professional Relationships which, in 1991, was renamed the CAUT Policy Statements on Rights, Responsibilities and Relationships. This document addressed a key concern of women faculty that research arising from their interests was being denigrated by the university structure. It stated that university teachers should not denigrate the character and competence of colleagues and, when presenting a professional judgment on a colleague at the request of a tenure committee or the like, had an obligation to be fair and objective. The idea of fairness was subsequently elaborated in the 1980s in the CAUT document, *What is Fair?*

Early in the 1980s CAUT adopted a policy on sexual harassment. It was based on definitions used by the Office of Employment Equity of the federal government in the United States. In May 1989 the CAUT Council passed a totally revised version of this policy, and the Status of Women Committee is currently considering the development of a policy on gender harassment.

Fair Hiring: The 1980s

Fair hiring procedures have been a major concern of CAUT through the 1980s, particularly the fairness and openness of these procedures. Two policy statements have been developed, one on initial appointments and the other on fair appointments. They address, among other matters,

continued on page 6

To ensure circulation of up-to-date information please include the CAUT Status of Women Committee on your mailing list for newsletters, press releases, reports, etc.

L'ACPU et l'équité en matière d'emploi : Perspective historique

par Mariette Blanchette et Donald Savage, ACPU

Liberté universitaire et féminisme : les débuts

Depuis sa création en 1951, l'Association canadienne des professeurs d'université (ACPU) s'est toujours attachée à appuyer et à assurer le respect des droits de la personne et l'équité des conditions d'emploi dans les universités canadiennes. Vers la fin des années 1950, l'ACPU a créé le Comité de la liberté universitaire et de la permanence de l'emploi afin de venir en aide aux professeurs membres jugeant que leur employeur avait violé leurs droits individuels.

■ ■ ■

la liberté universitaire telle que définie par l'ACPU constitue un élément important de la longue et difficile histoire de la mise en valeur du statut de la femme et de l'équité en matière d'emploi dans les universités canadiennes. En effet, sans cette liberté universitaire, la critique féministe des universités n'aurait jamais été possible.

■ ■ ■

Le Comité a commencé à élaborer des politiques et des procédures dont les plus récentes, formulées en 1977, stipulaient que les conventions collectives ou les statuts des universités devaient prévoir un article donnant force de loi au concept de liberté universitaire. Cet article devait notamment englober la notion de :

> «...liberté d'effectuer des recherches et d'en publier les résultats, à la liberté d'enseignement et de discussion, à la liberté de critiquer l'université et l'association de professeurs et à ne pas être assujetti à la censure institutionnelle.» Cet article devait en outre stipuler que «la liberté universitaire n'exige pas la neutralité de la part des professeurs. Elle rend plutôt l'engagement possible.»

Encouragés par l'évolution de l'ACPU, les associations de professeurs des quatre coins du pays ont négocié des dispositions similaires dans leurs conventions collectives ou leurs ententes. De tels droits constituent un important cadre légal régissant la critique féministe des universités canadiennes. Personne ne prétendrait que ces dispositions ont empêché la discrimination tantôt subtile, tantôt moins subtile, contre ceux et celles qui désiraient changer les choses. Néanmoins, la liberté universitaire telle que définie par l'ACPU constitue un élément important de la longue et difficile histoire de la mise en valeur du statut de la femme et de l'équité en matière d'emploi dans les universités canadiennes. En effet, sans cette liberté universitaire, la critique féministe des universités n'aurait jamais été possible.

Cependant, les valeurs de la liberté universitaire et la notion d'une carrière universitaire ouverte au talent nonobstant les éléments secondaires pourraient être invalidées par la discrimination flagrante ou systémique. Ainsi, au fil des ans, l'ACPU en est arrivée à croire que l'égalité des femmes en matière d'emploi devrait être encouragée par l'abolition d'abus précis et la prestation d'avantages positifs.

En 1961, l'ACPU a adopté un énoncé de principe sur les chances égales pour les professeurs de sexe féminin. En vertu de cet énoncé :

> **«L'Association canadienne des professeurs d'université croit que, selon le principe de salaire égal à travail égal, aucune discrimination ne devrait être exercée selon le sexe de ses membres, au niveau du salaire, du statut ou de la charge de travail. Ainsi, les professeurs de sexe féminin travaillant dans les universités canadiennes se verront offrir les mêmes possibilités que leurs collègues du sexe opposé.»**

N'oublions pas que cet énoncé de principe date de 1961.

Le Comité du statut de la femme (CSF) et la négociation collective : les années 1970

En 1970, les membres de l'ACPU ont assisté à deux changements qui devaient modifier l'élaboration de la politique sur l'équité en matière d'emploi. Depuis qu'il a été créé en 1972, le premier Comité du statut de la femme a vigoureusement insisté auprès de l'ACPU pour qu'elle élabore des politiques abolissant la discrimination et favorisant le traitement équitable des femmes au sein des universités. M^me^ Naomi Griffiths était présidente-fondatrice du Comité et M^me^ Jill Conway, la première présidente élue.

From left to right/De gauche à droite : H. Lyons; A. Muszynski; D. Savage; H. Breslauer; M. Blanchette; S. Jackel; P. Allderdice; D. Daniels; M. Taylor; S. Slavin; J. Drakich

C'est à la même époque qu'on a de plus en plus eu recours aux négociations collectives pour mettre fin aux injustices et déloger les dispositions légales touchant directement les femmes — c'est-à-dire que les associations locales pouvaient adopter les lignes directrices et les énoncés de principe de l'ACPU dans leurs conventions collectives et leur donner force de loi sur le campus.

La plupart des conventions collectives prévoyaient des dispositions sur la liberté universitaire. L'ACPU a également encouragé l'adoption d'un article connexe interdisant la discrimination et établissant les différentes catégories. Dans la version la plus récente de l'énoncé type de l'ACPU (énoncé qui sert de norme aux associations membres), l'Association condamne toute discrimination basée sur le sexe, l'orientation sexuelle, l'état civil ou les liens familiaux.

Depuis, l'ACPU a incité vivement les universités à étudier les traitements de ses employés afin de mettre fin à toute discrimination. Les associations de professeurs de tout le pays ont créé un fonds temporaire d'équité par le biais de leur convention collective afin de redresser la discrimination salariale exercée sur leur campus.

En 1973, l'ACPU a approuvé l'Énoncé de principe sur le refus d'engager un professeur pour des motifs de parenté plutôt que du mérite. Cet énoncé visait à encourager les universités à mettre fin à la pratique selon laquelle les femmes de professeurs ne pouvaient être employées à l'université, sinon dans le cadre d'emplois dérisoires à temps partiel, et ce, peu importe leurs compétences. Depuis, on a aboli des restrictions plus officielles de ce genre, bien que certaines administrations continuent malgré tout à ne pas en tenir compte.

Congés de maternité

En 1974, l'ACPU a adopté son premier énoncé de principe sur les congés de maternité, effectuant par le fait même un premier pas vers l'équité par rapport à l'égalité — c'est-à-dire le fait d'atteindre l'égalité en reconnaissant les différences. Les congés de maternité ont presque immédiatement été intégrés au processus de négociation collective. Bien que la plupart des administrations universitaires s'y soient opposées farouchement à la table de négociation, la plupart des associations de professeurs ont tout de même pu l'intégrer assez rapidement dans leurs conventions collectives.

La politique de l'ACPU sur les congés de maternité a évolué depuis les années 1970. Intitulée *Énoncé de principe sur les congés parentaux*, la politique actuelle vise à «permettre aux femmes et aux hommes de réussir à combiner une carrière universitaire et des responsabilités familiales, sans y perdre beaucoup du point de vue financier ou professionnel, et afin de reconnaître le rôle du père et de la mère dans la naissance et l'éducation d'un enfant (...)».

suite à la page 6

A Historical Perspective *continued from page 4*

the complaint that women and other groups were unfairly excluded from university appointment by unfair closed hiring procedures.

Systemic Discrimination: CAUTs Position

During this decade these concerns merged with a growing conviction that the university community had to address the problem of systemic discrimination. This issue had become more and more present and vivid in Canadian society.

A powerful influence was the publication, in 1984, of *Equality in Employment: A Royal Commission Report* by Judge R.S. Abella. At the prompting of the CAUT Status of Women Committee, a policy statement on positive action was approved by the CAUT Council in May 1985. The policy noted that conditions of university employment play a vital role in influencing the participation of women as members of the academic staff. It called on universities to review their policies on equal pay for work of equal value, maternity leave, non-discrimination, sexual harassment, part-time and initial appointments so as to ensure that they provided a positive milieu for the work of women academics. Noting that universities have an obligation to encourage research, teaching, and scholarly work about women and about issues of concern to women, it urged universities to assist the schools in eliminating gender stereotyping and in recruiting women students in non-traditional areas. The CAUT Policy called on universities to set up effective procedures to ensure hiring equity including incentive programs and the creation of a university-wide review committee with teeth to review appointments. It suggested ways to use collective agreements to increase the number of women appointees. Finally universities were urged to adopt a clear and explicit statement of institutional intent to improve the status of women within their university which would provide a plan for implementing these various approaches in a coherent strategy.

The CAUT Policy called on universities to set up effective procedures to ensure hiring equity including incentive programs and the creation of a university-wide review committee with teeth to review appointments.

The Federal Contractors Program is a valuable instrument in the ongoing fight for positive action. It requires universities with substantial contracts with the federal government to report regularly on their progress in reaching the goal of employment equity. CAUT supports this policy although it recognizes its weaknesses. We believe, for example, that the reports of the universities should be made public in their own senior academic bodies.

Employment equity is the main goal of the present CAUT Status of Women Committee. It focusses on ensuring that norms are developed, where necessary as well as useful, and are updated when they become obsolete. The Committee is also concerned with the recognition of feminist scholarship by the university community. It is working on the issue of blind reviewing and a possible redefinition of academic freedom to ensure that such scholarship receives the same consideration as any other scholarly activities.

CAUT and its staff work to ensure that issues regarding women faculty members are discussed and negotiated at the bargaining table and that principles of employment equity are upheld in grievance and arbitration cases.

Our commitment is symbolized by the creation of the Sarah Shorten Award. This award will be given for the first time in the spring of 1991 and will go to a candidate who has demonstrated outstanding achievement for women in Canadian universities.

Perspective historique *suite de la page 5*

L'ACPU a récemment exercé des pressions auprès du gouvernement fédéral afin qu'il adopte une politique efficace en matière de garde d'enfant.

Qu'est-ce qui est juste?

Dans les années 1970, l'ACPU a également adopté l'*Énoncé de principe sur l'éthique professionnelle* et *les relations professionnelles*. Renommé *Énoncé de principe sur les droits, les responsabilités et les relations professionnels* en 1991, ce document aborde les principales inquiétudes des professeures allégnant que les travaux de recherche auxquels elles participaient étaient dénigrés par la structure universitaire. Il stipule que les professeurs d'université ne devraient pas dénigrer le caractère ni la compétence de leurs collègues et qu'il devraient faire preuve de justice et d'équité lorsqu'ils prononcent un jugement professionnel sur un collègue à la demande d'un comité sur la permanence de l'emploi ou de tout autre comité. La notion d'équité a été expliquée dans le document intitulé *Qu'est-ce qui est juste*, publié par l'ACPU dans les années 1980.

Au début des années 1980, l'ACPU a adopté une politique sur le harcèlement sexuel. Cette politique s'inspirait des définitions utilisées par le bureau de l'égalité en matière d'emploi du gouvernement fédéral américain. En mai 1989, le Conseil de l'ACPU a adopté une version entièrement révisée de ce document, et le Comité du statut de la femme étudie actuellement l'élaboration d'une politique sur le harcèlement sexiste.

Embauche équitable : les années 1980

Tout au long des années 1980, l'ACPU a accordé une grande importance aux procédures d'emploi équitables, notamment à l'équité et à la transparence de telles procédures. Elle a élaboré deux énoncés de principe, soit un sur les nominations initiales et l'autre sur les nominations équitables. Ces politiques traitaient notamment du fait que les procédures d'embauche fermées excluaient injustement les femmes et d'autres groupes de l'emploi dans les universités.

Discrimination systémique : la position de l'ACPU

Au cours de la décennie, ces inquiétudes se sont mêlées à la conviction de plus en plus forte selon laquelle la communauté universitaire devait se pencher sur les problèmes inhérents à la discrimination systémique. Il s'agissait là d'une question de plus en plus présente et importante dans la société canadienne.

La publication, en 1984, du document intitulé *Égalité en matière d'emploi : rapport d'une commission royale*, par la juge R. S. Abella, a eu une grande influence sur le milieu. À l'instigation du Comité sur le statut de la femme de l'ACPU, le Conseil de l'ACPU a adopté un énoncé de principe sur l'action positive en mai 1985. La politique stipulait que les conditions de l'emploi universitaire jouaient un rôle vital dans la participation des femmes en tant que membres du personnel universitaire. Elle exhortait les universités à revoir leurs politiques sur le salaire égal à travail égal, les congés de maternité, l'élimination de la discrimination, le harcèlement sexuel, les emplois à temps partiel et les nominations initiales, afin d'assurer qu'elles offraient un milieu positif aux professeurs de sexe féminin. Soulignant que les universités se devaient d'encourager la recherche, la formation et les oeuvres savantes sur les femmes et les sujets qui les préoccupent, l'ACPU a incité vivement les universités à aider les écoles à éliminer les stéréotypes sexistes et à recruter des étudiantes dans des domaines non traditionnels. La politique de l'ACPU demandait aux universités d'élaborer des politiques efficaces visant à assurer l'équité en matière d'embauche, entre autres par le biais de programmes d'encouragement et par la création d'un comité universitaire d'évolution examinant scrupuleusement les nominations. Elle a suggéré des façons d'utiliser les conventions collectives afin d'accroître le nombre de femmes nommées. En dernier lieu, l'ACPU a exhorté les universités à adopter une déclaration d'intention claire et explicite visant à améliorer le statut des femmes au sein de leur établissement, déclaration qui leur fournirait également un plan de mise en oeuvre des différentes démarches dans le cadre d'une stratégie cohérente.

Le Programme de contrats fédéraux constitue un outil précieux dans le cadre de cette lutte permanente en faveur de l'action positive. En vertu de ce programme, les universités passant de nombreux contrats avec le gouvernement doivent rendre compte régulièrement de leur cheminement vers l'égalité en matière d'emploi. L'ACPU, bien que fort consciente des lacunes que présente le programme, ne l'en appuie pas moins. L'Association suggère entre autres que les universités diffusent les rapports des universités au sein de leur propre établissement.

Le Comité sur le statut de la femme de l'ACPU s'attache avant tout à assurer l'égalité en matière d'emploi. Il s'assure que les normes pertinentes et utiles soient bien élaborées et qu'elles soient mises à jour lorsqu'elles sont désuètes. Le Comité se préoccupe également de la reconnaissance des études des femmes par la communauté universitaire. Il travaille actuellement à la question de l'anonymat des comptes rendus et envisage une redéfinition de la liberté universitaire afin d'assurer que ces études reçoivent la même considération que toute autre activité du genre.

L'ACPU et son personnel s'assurent que les questions touchant les professeurs de sexe féminin font l'objet de discussions et de négociations à la table de négociation, et que les principes d'égalité en matière d'emploi soient bien respectés dans les cas de grief et d'arbitrage.

La création du Prix Sarah Shorten témoigne bien de l'engagement de l'ACPU à cet égard. Le prix sera décerné pour la première fois au printemps 1991, au candidat ou à la candidate qui a contribué de façon exceptionnelle à l'avancement de la condition féminine dans les universités canadiennes.

The Players in the Piece: ENABLERS of Employment Equity

Vous trouverez le français de cet article à la page 8.

by Helen Breslauer, OCUFA

Canadian and American schoolchildren memorize the names of the Great Lakes by remembering the word "HOMES". (For those of you raised elsewhere: each of its letters stands for the first letter in the name of a lake.) Recently, while preparing speaking notes for a workshop on Bargaining for Employment Equity sponsored by the Nova Scotia Confederation of University Faculty Associations, I found a device to remind those working towards employment equity of the strategies and tactics that will "ENABLE" them to accomplish their task: Equity Needs: Alliances, Bargaining, Lobbying and Education.

Other parts of this insert deal with definitions and descriptions of employment equity policies, plans and action strategies, with data on the representation of women on the faculty, with governmental and institutional initiatives to foster employment equity. This article focusses on the players.

The Players

Who are the players who are trying to institute employment equity? In large part, they belong to three broad groups: Senior Academic Administrators (Deans, Directors, Vice-Presidents Academic, Presidents); The Faculty (the Association, Department Chairs, Departmental Search Committees); and persons and offices specifically and primarily mandated to deal with employment equity for women (Employment Equity Co-ordinators, Status of Women Office(r)s, Human Rights Office(r)s, Sexual Harassment Office(r)s).

Instituting and achieving employment equity for women faculty (of *all* designated groups) requires commitment from all the players. Whether the faculty in a particular institution are organized as a labour union or as a voluntary association, whether they "bargain", "negotiate", or "discuss", they will achieve equity only if all the players are committed. This commitment can be helped by laws, rules, regulations, incentives, sanctions, or rewards from outside and the process can be facilitated by policies, programs, articles, clauses, or agreements on the inside. But without the commitment, employment equity can be delayed or sabotaged every step of the way.

Although employment equity refers to all aspects of employment systems including hiring, promotion, training and development, compensation, climate, it is most commonly used to refer to hiring. This is especially true with respect to hiring women onto university faculties because such a small proportion of the full-time faculty are female. Statistics Canada figures show that in 1986-87 17.5 percent of faculty were women, including those on contractually-limited appointments.

Female faculty also have problems with tenure and promotion, equitable pay and working conditions. Such problems arise, however, after women actually receive an offer of employment from the university. For this reason I focus here particularly on the faculty hiring process and the importance of building alliances, a subject that has been talked and written about less than the others.

■ ■ ■

Alliance building is critical to achieving employment equity in the university.

■ ■ ■

Alliances

Alliance building is critical to achieving employment equity in the university. Each of the players possesses special and different knowledge, expertise and skills, and each needs what the others have. Faculty and administration in the university are known to one another and have worked together in a variety of university functions, including hiring faculty. Employment equity, however, may well be a new and daunting experience for both.

Cooperation between them can be facilitated by alliances with individuals on campus responsible for human rights, such as sexual harassment office(r)s, race relations office(r)s, status of women office(r)s, and employment equity coordinators. Whereas the coordinators may have more to do with hiring per se, the others are responsible for making the campus climate more welcoming to members of all designated groups. Both contribute to employment equity and both can be helpful allies.

The Federal Contractors Program is the chief source of activity with respect to employment equity in institutions that have signed certificates of commitment. In other universities, provincial programs may have provided the impetus, and in some institutions employment equity programs exist because they have either been negotiated or introduced as university policies.

Helen Breslauer, OCUFA

Often, the university employs an employment equity coordinator who is charged with the formidable task of creating or overseeing such programs.

Typically coordinators come from a variety of backgrounds; some are from the faculty, some are seconded from other constituencies within the university, some are hired from outside for their expertise and experience in human resource or personnel work in general or employment equity in particular. They have formed a network, organized on a provincial, regional and national basis, that meets once or twice a year, and they are sponsoring a national conference on employment equity in the universities in May in Ottawa.[1]

Alliance building between employment equity coordinators and faculty can assist both. Employment equity coordinators need to understand how the process works in order to be helpful to faculty designing employment equity action plans. Faculty hiring procedures, in turn, can benefit greatly from the application of principles routinely used in employment equity circles. All evidence suggests that fair, non-discriminatory and affirmative search procedures result in the hiring of excellent candidates regardless of their gender, race, minority status or whether they are disabled.

The Federal Contractors Program has been described by its Director, Neil Cavigan, as a "no-fault process". Rather than identifying and blaming individuals, it is assumed that systemic discrimination is taking place; the question is what the organization is doing about it.

Some faculty members resist the notion of employment equity, fearing that the principles of employment equity are inimical to principles they hold most dear; academic freedom, institutional autonomy and the peer review process that is the cornerstone of both. Such fears while usually unfounded, must be addressed. Working together, employment equity coordinators and faculty can examine systemic discrimination in the faculty hiring process and then work to correct discrimination without violating tenets that protect the academic enterprise.

Faculty closely involved in the faculty hiring process take it for granted not realizing how much it differs from other hiring processes. Examining faculty hiring for systemic discrimination is complicated by decentralized faculty searches, widely varying procedures and the complexities of peer review.

We know that final hiring decisions are usually made by one of several senior academic administrators, but these are almost always based on the recommendation of academics in one or more hiring units. The decentralized nature of the process makes it difficult to observe and monitor.

Search procedures, moreover, can vary within an institution, within a Faculty, and even within a department from search to search. Although such a situation is taken for granted by faculty who live within the academic culture, it is the proverbial "black box" to non-academics. Faculty are familiar with the process in their own unit, but often do not realize that other units engage in searches differently. Faculty, because they usually have a voice in determining departmental procedures, often feel that their own department's procedures are the "best" or "right" way to search. The amount of variation in the process makes it more difficult to set up model procedures to be followed.

Peer review is often considered sacrosanct and beyond questioning. Academics, as experts in their fields, believe they are the only ones who can judge the work of other experts. As a general principle, employment equity is compatible with this position. Equity principles would require, however, that detailed criteria for making those judgments be decided upon and

continued on page 8

Équité en matière d'emploi : les intervenants

par Helen Breslauer, Union des associations de professeurs des universités de l'Ontario (UAPUO/OCUFA)

À l'école, on apprend aux élèves canadiens-anglais et américains à mémoriser le nom des Grands lacs à l'aide du mot «HOMES», dont chaque lettre reprend la première lettre du nom de chacun des lacs. Une idée similaire m'est venue en préparant un atelier sur la négociation de l'équité en matière d'emploi, atelier parrainé par la Confédération des associations de professeurs des universités de la Nouvelle-Écosse. J'ai en effet tenté de trouver un moyen mnémotechnique qui permettrait aux partisans de l'égalité en matière d'emploi de se souvenir des stratégies et tactiques grâce auxquelles ils s'acquitteront de leur tâche. Le seul mot que j'ai pu trouver est en anglais; il s'agit du terme «ENABLE» (Équité, Négociation, Alliances, Besoins, Lobbying et Éducation), qui signifie «donner le pouvoir de faire».

D'autres articles du présent supplément présentent et expliquent des politiques, des plans et des stratégies sur l'égalité en matière d'emploi, des données sur le taux de représentation des femmes au sein du corps professoral ainsi que des initiatives mises de l'avant par le gouvernement et les établissements d'enseignement afin de favoriser l'égalité en matière d'emploi. Le présent article s'attache aux intervenants.

Les intervenants

Les partisans de l'égalité en matière d'emploi font généralement partie de l'un des trois grands groupes suivants : les administrateurs principaux des universités (doyens, recteurs, directeurs adjoints, directeurs), les professeurs (associations, directeurs de département, comités de recrutement départemental) ou les personnes et les agent(e)s chargé(e)s des questions d'égalité en matière d'emploi chez les femmes (coordonnateur(trice)s d'égalité en matière d'emploi, agent(e)s du statut de la femme, agent(e)s des droits de la personne, agent(e)s du harcèlement sexuel).

La participation active de tous les intervenants est une condition *sine qua non* à l'établissement et à la mise en pratique du principe d'égalité en matière d'emploi pour *tous* les professeurs de sexe féminin — en fait, pour tous les groupes désignés. Que les professeurs d'un établissement soient dotés d'un syndicat ou qu'ils soient représentés par une association libre, que les professeurs parlementent, négocient ou discutent, l'égalité ne sera possible que si tous les intervenants s'engagent. Cet engagement peut être favorisé par la mise en place, par un organisme extérieur, de lois, de règles, de règlements, de récompenses ou de sanctions, ou il peut être facilité par la mise en oeuvre de politiques, de programmes, de statuts, de dispositions ou d'ententes au sein de l'établissement. Sans engagement, il faudra longtemps avant que le principe d'égalité en matière d'emploi ne soit appliqué, et le chemin sera parsemé d'embûches.

Bien que l'égalité en matière d'emploi s'applique à tous les aspects de l'emploi, notamment l'embauchage, les promotions, la formation et le perfectionnement, la rétribution ainsi que l'atmosphère de travail, on associe généralement ce concept au processus du recrutement. Cette situation est particulièrement vraie au sein du corps professoral puisque, proportionnellement parlant, on ne compte que peu de femmes parmi les professeurs d'université employés à temps plein. Selon des données publiées par Statistique Canada, en 1986-1987, on ne comptait que 17, 5 pourcent de femmes au sein du corps professoral et ces données incluaient les femmes occupant des postes temporaires.

Les professeures connaissent également des difficultés au chapitre de la permanence d'emploi, des promotions, des traitements équitables et des conditions de travail. Ces problèmes surviennent toutefois après que les femmes ont reçu une offre d'emploi de la part d'une université. Je me pencherai davantage sur le processus d'embauchage des professeurs et sur l'importance d'établir des alliances, deux sujets rarement abordés.

Alliances

La création d'alliances est essentielle à l'institution de l'égalité en matière d'emploi dans les universités. Chaque intervenant ou intervenante possède des connaissances, des compétences et des aptitudes particulières et différentes qui ne peuvent qu'être utiles à leurs semblables. Si les professeurs et le personnel d'administration des universités se connaissent et ont déjà travaillé ensemble dans le cadre de diverses activités, dont le recrutement de professeurs, l'égalité en matière d'emploi peut toutefois représenter une expérience nouvelle et intimidante pour chacune des parties en cause.

La coopération pourrait être facilitée par l'établissement d'alliances avec des personnes chargées de faire respecter les droits de la personne sur le campus, par exemple des agent(e)s du harcèlement sexuel, des relations interraciales et de la condition féminine ou des coordonnateur(trice)s de l'égalité en matière d'emploi. Tandis que ces derniers s'occupent davantage du recrutement en tant que tel, les autres agent(e)s doivent rendre le climat universitaire plus accueillant pour les membres de tous les groupes désignés. Toutefois, tous travaillent à l'égalité en matière d'emploi et peuvent être des alliés utiles.

Le Programme de contrats fédéraux constitue la principale activité assurant l'égalité en matière d'emploi dans les établissements ➤

The Players *continued from page 7*

committed to paper prior to reviewing applications. This helps to illuminate the academic reasons for making those decisions and guards against the intrusion of stereotypes found in the culture of universities into the hiring process.

One such stereotype is the belief that the male career path is the sole model; another is the use of the terms "excellence" and "merit"[2] in ways that favour activities and characteristics of male versus female academics. Decisions about collegiality based on how closely the candidate resembles the person making the decision, and springing from stereotypical notions of what academics are and should be like[3] can also intrude into the hiring process. All these phenomena can create systemic discrimination when the basis for hiring decisions is allowed to be, or seen to be, subjective and/or secretive.

Bargaining

Bargaining, whatever form it takes, is vital to the establishment and refinement of employment equity policies and programs within the terms and conditions of employment that govern Faculty — Board of Governors' agreements. Where governmental rules and regulations exist, it is necessary for them to be "translated" into the processes and language used on individual campuses so that they may be applied intelligently. Where they do not exist, employment equity programs and procedures can be designed to specifically fit the needs of institutions, and can be incorporated into terms and conditions of employment through the bargaining process.

Lobbying

Lobbying for employment equity can and should be done by all the players in the piece, assisted by the lobbying organizations who work for them: CAUT; the Association of Universities and Colleges in Canada (AUCC); provincial faculty association bodies; provincial bodies representing administrations; and student and staff organizations and unions at local, provincial and national levels. Such lobbying, when directed at the federal and provincial governments, can assist in both establishing and improving legislation and programs designed to facilitate employment equity in universities. The Federal Contractors Program on a national level, the Employment Equity Incentive Fund and Faculty Renewal Programs in Ontario are examples of such programs.

OCUFA and others have called for employment equity legislation, including mandatory goals and timetables in Ontario. Both the current and previous governments have indicated a commitment to employment equity legislation, but no legislation has as yet been brought forward. It is important for all university groups to lobby both for the programs and *for the funding necessary to implement them.*

Education

Education, the fourth and last process necessary for employment equity, can help the players better understand how they can help one another in achieving employment equity. Educating departmental search committees can help to ensure that peer review search procedures produce fair, non-discriminatory and affirmative searches. This will assist in hiring the best people for the job from a pool of applicants that represents women and men from all the designated groups.

Educating employment equity coordinators about the faculty hiring process can help them to assist in planning and implementing employment equity policies for the faculty constituency as well as others in the university. Administrators, from department chairs to presidents, must learn how to assist both faculty and coordinators, and must ensure that difficulties encountered as a result of underfunding are not used as an excuse for circumventing the procedures that will result in hiring the best people for the job.

A commitment to employment equity on the part of all the players is a prerequisite for the success of all these processes.

Endnotes

1 For further information in English contact Florence Redman, Conference Co-ordinator by calling (613) 596-6818; Fax: (613) 596-3881. For information in French contact Michele Kerisit at the same numbers.

2. Aitken, Johan and Walker Gillian, 1989 "Language Count When Gender Matters: Excellence and Merit." In *The Hiring and Retention of Female Faculty*, supplement to OCUFA *Forum*, Vol. 6, No. 18, December, pp. 2-3.

3 Parr, Joy, 1989 "Chilly Climate — The Systemic Dilemma." In *The Hiring and Retention of Female Faculty*, supplement to OCUFA *Forum*, Vol. 6, No. 18, December, pp. 1-2.

ayant signé des attestations d'engagement en ce sens. Dans d'autres universités, des programmes provinciaux ont donné l'élan tandis que dans d'autres encore, des programmes d'égalité en matière d'emploi ont été mis en oeuvre dans le cadre de l'élaboration ou de la négociation de politiques universitaires.

Dans bien des cas, les universités engagent un coordonnateur ou une coordinatrice d'égalité en matière d'emploi responsable d'élaborer et de superviser de tels programmes... ce qui n'est pas de tout repos. En règle générale, les coordonnateur(trice)s proviennent de différents milieux; on retrouve entre autres des professeurs, des employés d'autres services de l'université ainsi que des personnes de l'extérieur possédant une compétence et de l'expérience dans le domaine des ressources humaines, du travail relatif à l'ensemble du personnel ou plus particulièrement de l'égalité en matière d'emploi. Ces personnes ont mis sur pied un réseau régional, provincial ou national dont les membres se rencontrent une ou deux fois par année, et parrainent une conférence nationale sur l'égalité en matière d'emploi dans les universités, conférence qui aura lieu en mai à Ottawa[1].

L'établissement d'alliances entre les coordonnateur(trice)s d'égalité en matière d'emploi et les professeurs peut être favorable aux deux groupes. En effet, s'ils veulent élaborer des plans d'action sur l'égalité en matière d'emploi, les coordonnateurs doivent d'abord comprendre le processus de recrutement. Par ailleurs, la mise en oeuvre de principes permanents d'égalité en matière d'emploi pourrait améliorer considérablement les procédures de recrutement des professeurs. Tout porte à croire que des procédures de recrutement équitables, anti-discriminatoires et positives mènent à l'emploi d'excellents candidats sans distinction de sexe, de race, de statut minoritaire ni de condition physique.

Le directeur du Programme de contrats fédéraux a décrit ce dernier comme étant un processus «sans torts prononcés». En effet, le programme part du principe qu'il y a effectivement discrimination systémique. Plutôt que d'identifier et de blâmer les personnes, on veut surtout déterminer les mesures que prend l'organisme pour rectifier la situation.

Certains professeurs s'opposent à la notion d'égalité en matière d'emploi, craignant que les principes liés à cette notion ne soient défavorables aux principes qu'ils chérissent, soit la liberté universitaire, l'autonomie de l'établissement et le processus d'évaluation par les pairs, éléments constituant la pierre angulaire des deux premiers principes. On doit se pencher sur ces craintes généralement injustifiées. La collaboration entre coordonnateurs et professeurs permettra d'étudier la discrimination systémique exercée au chapitre du processus de recrutement des professeurs, puis de rectifier la situation sans toutefois violer les principes protégeant les établissements universitaires.

Les professeurs participant activement au processus de recrutement le prennent pour acquis et ne se rendent pas compte combien il diffère des autres processus d'embauchage. Il est difficile d'établir s'il y a discrimination en raison du recrutement décentralisé, de la grande variété des procédures et de la complexité d'évaluation par les pairs.

■ ■ ■

Par ailleurs, des décisions fondées, d'une part, sur la ressemblance entre le profil du candidat et celui du décideur et, d'autre part, sur le fait que le candidat correspond aux stéréotypes caractéristiques des universitaires peuvent également influer sur le processus de recrutement.

■ ■ ■

Nous savons que c'est à l'un des administrateurs universitaires principaux que revient généralement la décision finale, mais cette décision repose presque toujours sur des recommandations formulées par des universitaires d'une unité de recrutement ou plus. L'observation et la supervision sont rendues difficiles par la décentralisation du processus.

Par ailleurs, d'un recrutement à un autre, les procédures peuvent varier au sein d'un établissement, d'une faculté et même d'un département. Bien que prises pour acquis par les professeurs universitaires, les procédures de sélection s'avèrent très complexes pour le personnel non-enseignant. Connaissant bien les procédures de leur propre unité d'enseignement, les professeurs ne se rendent pas toujours compte que d'autres unités procèdent différemment. Par ailleurs, comme ils ont généralement voix au chapitre au moment de l'élaboration des procédures départementales, les professeurs considèrent souvent que les procédures de leur département sont les meilleures et les bonnes. La grande diversité au niveau des procédures rend encore plus difficile l'élaboration de procédures types à suivre.

L'évaluation par les pairs est souvent considérée comme un processus sacro-saint qu'on ne songerait jamais à remettre en question. Experts dans leur domaine, les universitaires considèrent qu'ils sont les seuls à pouvoir évaluer le travail d'autres experts. À cet égard, l'égalité en matière d'emploi abonde généralement dans le même sens que les experts. Toutefois, les principes d'égalité exigent que l'on établisse et consigne par écrit des critères détaillés sur lesquels reposent les décisions, et ce, avant l'étude des demandes. Cette pratique permettra de justifier les décisions prises et d'éviter les stéréotypes que l'on retrouve au niveau du processus de recrutement des professeurs universitaires.

Parmi ces stéréotypes, citons le fait que la carrière masculine constitue le seul modèle, et l'emploi des termes «excellence» et «mérite[2]» d'une façon qui favorise davantage les activités et les caractéristiques des professeurs masculins que celles de leurs homologues féminins. Par ailleurs, des décisions fondées, d'une part, sur la ressemblance entre le profil du candidat et celui du décideur et, d'autre part, sur le fait que le candidat correspond aux stéréotypes caractéristiques[3] des universitaires peuvent également influer sur le processus de recrutement. Tous ces phénomènes peuvent engendrer de la discrimination systémique lorsque les décisions de recrutement sont prises ou semblent prises de façon subjective et secrète.

Négociation

Les négociations sous toutes leurs formes sont essentielles à l'élaboration et au peaufinage des politiques et des programmes sur l'égalité en matière d'emploi conformément aux modalités d'emploi régissant les ententes entre les professeurs et le Conseil des gouverneurs. Afin d'être employés de façon intelligente, les règles et les règlements gouvernementaux existants doivent être adaptés aux processus et au langage propres à chaque université. Dans les établissements où de tels règlements n'existent pas, des programmes et des procédures sur l'égalité en matière d'emploi pourront être élaborés afin de répondre aux besoins précis de l'établissement; ces programmes et procédures pourront être intégrés aux modalités d'emploi par le biais du processus de négociation.

Lobbyisme

De concert avec leur organisme de lobbyisme, tous les intervenants devraient exercer des pressions en faveur de l'égalité en matière d'emploi. Au nombre de ces organismes citons l'ACPU, l'Association des universités et collèges du Canada, des associations provinciales de professeurs, des organismes provinciaux représentant le personnel d'administration, des organismes représentant les étudiants et le personnel ainsi que des syndicats locaux, provinciaux et fédéraux. Lorsqu'elles visent les gouvernements fédéraux et provinciaux, les activités de lobbyisme peuvent contribuer à élaborer et à améliorer les lois et les programmes conçus pour faciliter la mise en oeuvre de l'égalité en matière d'emploi dans les universités. Le Programme de contrats fédéraux sur le plan national, le Fonds d'encouragement à l'action positive et les Fonds pour le renouvellement du corps enseignant de l'Ontario sont au nombre de ces programmes.

L'UAPUO ainsi que d'autres associations ont demandé au gouvernement ontarien d'élaborer une loi sur l'égalité en matière d'emploi, loi qui comprendrait des objectifs obligatoires et des calendriers. Les gouvernements sortant et actuel se sont engagés à le faire, mais aucun projet de loi n'a encore été déposé. Il est important que tous les groupes universitaires exercent des pressions en faveur de programmes ainsi que du *financement nécessaire à la mise en oeuvre de tels programmes.*

Éducation

Quatrième et dernier élément de la mise en oeuvre de l'égalité en matière d'emploi, l'éducation peut aider les intervenants à mieux comprendre comment ils peuvent s'entraider à ce chapitre. La sensibilisation des membres des comités de recrutement départemental peut favoriser la mise en oeuvre de procédures justes, anti-discriminatoires et positives d'évaluation par les pairs. Ces procédures permettront de choisir la personne la plus compétente parmi tous les candidats des deux sexes provenant de tous les groupes désignés.

Grâce à une formation sur le processus de recrutement des professeurs, les coordonnateur(trice)s d'égalité en matière d'emploi pourront élaborer et mettre en oeuvre des politiques sur l'égalité en matière d'emploi visant les divers employés de l'université. Les administrateurs, entre autres les directeurs de département et les directeurs, doivent apprendre à collaborer avec les professeurs et les coordonnateurs et s'assurer que les difficultés engendrées par le sous-financement ne servent pas d'excuse afin de nuire à la mise en oeuvre de procédures qui permettent d'embaucher le meilleur candidat ou la meilleure candidate.

Tous ces processus n'auront de succès que si toutes les parties visées s'engagent à faire de l'égalité en matière d'emploi une réalité.

1. Pour obtenir de plus amples renseignements en français, communiquer avec Michèle Kerisit en composant le (613) 596-6818 [télécopieur (613) 596-3881] et pour obtenir des renseignements en anglais, communiquer avec Florence Redman, coordonnatrice des conférences, au numéro susmentionné.
2. Aitken, Johan et Walker, Gillian. «Language Counts When Gender Matters: Excellence and Merit», *The Hiring and Retention of Female Faculty,* supplément de la publication *Forum* de l'OCUFA, vol. 6, nº 18, décembre 1989, pp. 2-3.
3. Parr, Joy. «Chilly Climate — The Systemic Dilemma», *The Hiring and Retention of Female Faculty,* supplément de la publication *Forum* de l'OCUFA, vol. 6, nº 18, décembre 1989, pp. 1-2.

Support Group for Women at the University of Windsor

by Ed Crowley,
University of Windsor

The **Support Group for Women** was organized in January 1988 as the **Men's Support Group** for Women Faculty, Librarians, Staff and Students. At our second meeting it was decided that the group should not be exclusively male and the present name was adopted.

In those first two meetings it was decided that our main activity would be education, instead of lobbying, pressure tactics, or confrontation. Examples of attitudes and activities on campus that could only be described as vicious had come to our attention and seemed to demand a vigorous reaction. But after some discussion it was decided that, in an academic setting, education was a good way to respond.

Newsletters, distributed to all employees of the University and made available to students, would be our main educational medium. Initially money was raised for printing costs through donations from the group organizers. One of our members volunteered to prepare a summary of the various ideas expressed at our first meetings and this formed the core of our first newsletter which set out the new group's purpose, membership eligibility and rationale.

Purpose

The **Support Group for Women** at the University of Windsor exists to support women's efforts to realize equality and equity, particularly at the University of Windsor. Its aim is to help foster:

1. a congenial atmosphere supportive of equity and equality for all;
2. functioning policies and practices to bring about and maintain such equity and equality soon; and
3. programs, courses, special events, etc., which reflect women's issues, interests, scholarship and performance, past and present.

The **Support Group for Women** is affiliated with or mandated by no other body or group. It is an independent group of men and women gathered together to work towards the above aim. Its membership is open to anyone who supports this aim. The **Support Group for Women** will have education as its primary function and focus in order to bring about this equality and equity for all women on campus.

Membership

Membership is open to faculty, librarians, administrators, staff, students and alumni (men and women) and signifies that one agrees with the basic policy. A donation of $1.00 toward the cost of future newsletters is asked of those seeking basic membership. Those wanting to become more involved may become associate members (providing more financial and other support) or active members (attending meetings, working on newsletters and providing greater financial support). Those donating $25.00 or more are considered sponsors of the group.

Rationale

Q: Why is there a need for a support group for women on the University of Windsor campus?

A: Because women on campus — faculty and librarians, administrators, staff and students — are not yet in a position of equality and equity with men and need support in their ongoing efforts to obtain equality and equity.

Q: Why do women on campus need support in their efforts? Aren't they perfectly capable of succeeding on their own?

A: They are capable of succeeding in their efforts on their own. However, the necessary changes include changes in men's and women's attitudes and habits of mind, and in institutional policies and practices. The more help the better.

Q: But are there not already enough committees around campus working towards equality and equity for women? Why do we need another one?

A: All committees already on campus are under the aegis of some body or other, with mandates from those bodies and obligations and limitations which confine the scope of their activities. The **Support Group for Women** has no such limitations. It can do whatever it decides will be useful.

The rest of that first newsletter was an annotated bibliography "as the first step in our educational process". Three books, still important today, were noted: *The Campus Climate Revisited: Chilly for Women Faculty, Administrators, and Graduate Students (1986)*, a publication of the Project on the Status and Education of Women, Assoc. of Amer. Colleges, 1818 R St., NW, Washington, DC 20009; *Women's Ways of Knowing. The Development of Self, Voice and Mind* by M. F. Belensky et al. (NY: Basic Books, 1986); "The Trapped Woman. Catch-22" in *Deviance and Control*, J. Fifueira-McDonough & R. Sarri, eds. (Sage Publications, 1987).

Results

Three years later what can we say of our educational endeavours? Our second newsletter, featuring an article on inclusive language by Dr. Vito Signorile, Dept. of Sociology and Anthropology, received a very positive response. Several professors asked for extra copies for class use. Newsletter #4, on "Women's Studies Programmes" by Dr. Christina Simmons, was equally well received. She described the growth of women's studies and the resulting transformative potential for education and society when the male dominance of curriculum and, indeed, of the construction of "knowledge" itself is confronted.

Our third newsletter summarized the views of the noted philosopher and legal scholar, Richard A. Wasserstrom, on sexism and preferential treatment as presented in his book, *Philosophy and Social Issues* (Univ. of Notre Dame Press, 1980). He advocates programs of preferential treatment as permissible and appropriate ways to alter the social realities on our campuses to bring about a more equitable situation for women. This newsletter was definitely not received with the same degree of enthusiasm as the others. I suspect this was because our University had implemented a positive action program for increasing the number of women faculty which was beginning to achieve measurable positive results. It is precisely at the point where actual positive change for women is made that we can expect the strongest resistance and this may explain the lack of enthusiasm from some in our campus community for our newsletter on this topic. The response to this newsletter reminded us just how much educational work still needs to be done.

Our campus situation has changed dramatically in three years. Approximately 70 percent of tenure-track positions have gone to women so that there are now almost twice as many women faculty as there were in 1988, though women still comprise less than 20 percent of the total faculty. The new challenge now is to begin creating a supportive climate which will encourage these women scholars to stay at the University of Windsor. Here, too, our educational role can be important.

In June, 1990 another independent group was formed on the Windsor campus. It is the Non-Affiliated Action Group for Equity (NAG for Equity) whose purpose is "to promote equity at the University of Windsor by undertaking primarily, but not exclusively, activities which foster equality for women in all the designated groups". The goals of our two groups are complementary and several members of the **Support Group for Women** are also members of NAG, either on their Action Committee or providing financial and moral support as "Friends of NAG". We look to this new group for assistance in identifying issues that need the educational attention that our group can provide.

There is clearly a gender revolution in progress on our campus as on many others. Feminists and masculinists face one another across a cultural divide. The changes that must take place are necessary, but they bring fear and pain to those comfortable with the universities of the past. None of the male members of our **Support Group** would claim to have always been a feminist, but we have all recognized the need to inform ourselves empathetically about feminism. Within our **Support Group for Women** we can work with feminists to help other masculinists move across the cultural divide.

DINOSAURUS ACADEMICUS

Collective name given to a group of sub-varieties of the species HOMO ACADEMICUS, distinguished by the display of characteristics reminiscent of their prehistoric forbears. Hence, frequently compared to analogous members of the prehistoric animal kingdom.

STEGOSAURUS TIMOCRATES

Still armed with large standing dorsal plates and tail hooks, now obsolete reminders of a more violent age, this character earns its second name from its motto "let those worthy of honour prevail". Its survival in the academic world was for long due to the seduction of this, the famed excellence maxim. Recent critics have, however, observed the reluctance of Stegosaurus Timocrates to recognize forms of excellence other than the possession of dorsal plates and tail hooks.

by Sarah J. Shorten, Task Force on Bias-Free Communication, *(1990)*

Groupe d'appui aux femmes à l'Université de Windsor

par Ed Crowley,
Université de Windsor

En janvier 1988, le Groupe d'appui aux femmes voyait le jour. Il s'agissait en fait d'un groupe de soutien composé d'hommes défendant la cause des professeurs, des bibliothécaires, du personnel et des étudiants de sexe féminin. Au cours de la deuxième réunion du groupe, il a été décidé que celui-ci ne devrait pas être composé exclusivement d'hommes et on l'a renommé pour lui donner son nom actuel.

Au cours des deux premières réunions, il a également été décidé que le groupe s'attacherait surtout à éduquer les gens plutôt qu'à exercer des pressions, à utiliser des moyens de pression ou à confronter. On a porté à notre attention différentes attitudes et activités malveillantes sur le campus, et celles-ci méritent une vive réaction. Toutefois, à la suite de discussions, on a jugé que la meilleure façon — et la seule — de réagir dans un milieu comme le nôtre était par l'éducation.

Les bulletins, qui sont distribués à tous les employés de l'Université et que tous les étudiants peuvent se procurer, constitueraient notre moyen d'éducation. On a commencé à ramasser des fonds auprès des membres du groupe afin de couvrir les frais d'impression. Un de nos membres s'est offert pour préparer un résumé des différentes idées exprimées au cours des deux premières réunions. Ce résumé a constitué le thème central de notre premier bulletin, qui établit l'objet du nouveau groupe ainsi que ses critères d'admissibilité et sa raison d'être.

Objet

Le Groupe d'appui aux femmes de l'Université de Windsor soutient les efforts déployés par les femmes aspirant à l'égalité et à l'équité, particulièrement à cette université. Il aide notamment à créer une atmosphère favorable à l'égalité et à l'équité pour tous, à favoriser les politiques et pratiques de fonctionnement qui permettraient l'avènement et le maintien rapides de l'égalité, de l'équité et des programmes, cours, événements spéciaux, etc. traitant des questions touchant les femmes, des intérêts de ces dernières, des recherches et du rendement passé et actuel.

Le Groupe d'appui aux femmes n'est affilié à aucun autre organisme ou groupe, pas plus qu'il n'est mandaté par l'un de ceux-ci. Il s'agit d'un groupe indépendant composé d'hommes et de femmes réunis pour travailler vers l'atteinte des objectifs susmentionnés. Il est accessible à quiconque appuie ces objectifs. Le Groupe d'appui aux femmes se donne l'éducation comme objectif principal, et ce, dans le but d'atteindre l'égalité et l'équité pour toutes les femmes sur le campus.

Adhésion

Les professeurs, bibliothécaires, administrateurs, employés, étudiants et anciens étudiants (hommes et femmes) peuvent adhérer au groupe d'appui s'ils souscrivent à sa politique de base. On demande à chaque personne désirant devenir membre ordinaire de verser le montant de 1 $ afin de couvrir les frais de production des bulletins ultérieurs. Quant aux personnes qui désirent participer davantage, elles peuvent devenir membres associés (en fournissant un plus grand appui, financier ou autre) ou membres actifs (en participant aux réunions, en travaillant aux bulletins et en offrant un soutien financier accru). Les personnes donnant 25 $ ou plus sont considérées comme des commanditaires du groupe.

Raison d'Être

Q : Quelle est l'utilité d'un groupe de soutien des femmes sur le campus de l'Université de Windsor?

R : Qu'elles soient professeures, bibliothécaires, administratrices, employées ou étudiantes, les femmes sur le campus ne sont pas encore dans une position d'égalité et d'équité par rapport aux hommes. Elles ont besoin d'être appuyées dans leurs efforts continus en vue d'atteindre cet objectif.

Q : Pourquoi les femmes du campus ont-elles besoin d'aide? Ne peuvent-elles pas remporter la bataille d'elles-mêmes?

R : Elles sont capables de le faire, mais pour atteindre leur objectif, elles doivent absolument amener les hommes et les femmes à modifier leurs attitudes et leurs pensées, et changer les politiques et les pratiques institutionnelles. Évidemment, plus elles obtiendront d'aide, plus leur tâche sera facile.

Q : N'y a-t-il pas déjà assez de comités sur le campus qui travaillent en faveur de l'égalité et de l'équité des femmes? Pourquoi avoir créé un autre comité?

R : Tous les comités existants sur le campus sont sous l'égide d'un organisme ou d'un autre tiers qui leur donne leur mandat et établit leurs obligations et leurs limites, ce qui restreint considérablement la portée de leurs activités. Le Groupe d'appui aux femmes n'a pas de limites. Il peut faire tout ce qu'il juge utile de faire.

Le reste du premier bulletin était en fait une bibliographie annotée constituant les premiers pas dans le processus d'éducation. On a fait référence à trois ouvrages encore importants aujourd'hui, soit *The Campus Climate Revisited: Chilly for Women Faculty, Administrators, and Graduate Students* (1986), publication s'inscrivant dans le cadre du projet sur le statut et l'éducation de la femme réalisé par l'Association of American Colleges, 1818 R. St., NW, Washington, DC 20009; *Women's Ways of Knowing, The Development of Self, Voice and Mind*, de M. F. Belensky et al. (New York, Basic Books, 1986); et «The Trapped Woman. Catch 22», tiré de *Deviance and Control*, J. Fifueira-McDonough & R. Sarri, eds (Sage Publications, 1987).

Résultats

Trois ans plus tard, que dire de nos efforts en matière d'éducation? Le public a réservé un accueil très favorable à notre deuxième bulletin, qui présentait un article sur le langage inclusif du masculin et du féminin rédigé par M. Vito Signorile, du Département de sociologie et d'anthropologie. Plusieurs professeurs en ont d'ailleurs demandé des exemplaires supplémentaires afin de les utiliser en classe. Le quatrième bulletin, qui présentait un article sur les programmes d'études des femmes signé par M^me^ Christina Simmons, a également été bien accueilli. L'auteur y décrivait la popularité qu'ont acquis les études des femmes, s'arrêtant au potentiel de transformation résultant au niveau de l'éducation et de la société lorsqu'on affronte la prédominance de l'homme dans les programmes et, en fait, dans la construction des connaissances elles-mêmes.

Le troisième bulletin passait en revue les opinions de M. Richard A. Wasserstrom, éminent philosophe et juriste, sur le sexisme et le traitement préférentiel tels qu'il les a présentés dans son ouvrage intitulé *Philosophy and Social Issues* (Presses de l'université Notre-Dame, 1980). Il défend les programmes de traitements préférentiels, les considérant comme des façons permises et appropriées de modifier les réalités sociales qui prévalent sur nos campus afin d'assurer une situation plus équitable pour les femmes. Ce bulletin n'a certainement pas été aussi bien accueilli que les autres, probablement parce que notre université a mis en oeuvre un programme d'action positive destiné à accroître le nombre de professeurs de sexe féminin, programme dont les résultats devenaient positifs. C'est précisément au moment où les changements positifs réels au profit des femmes sont apportés que nous pouvons nous attendre à une résistance des plus farouches, ce qui pourrait expliquer le manque d'enthousiasme de certains membres de notre collectivité à l'égard du bulletin. La réaction à l'endroit du bulletin nous rappelle qu'il reste encore beaucoup de travail en matière d'éducation à réaliser.

La situation sur le campus a changé de façon radicale au cours des trois dernières années. Près de 70 pourcent des postes menant à la permanence ont été confiés à des femmes, et on compte maintenant presque deux fois plus de professeurs de sexe féminin qu'en 1988, bien que les femmes ne représentent encore que moins de 20 pourcent de l'ensemble des membres du corps professoral. Il nous faut maintenant commencer à créer un climat favorable qui encouragera ces femmes à demeurer à l'Université de Windsor. Encore une fois, notre rôle d'éducateur pourra être important.

En juin 1990, un autre groupe indépendant voyait le jour sur le campus de l'Université de Windsor. Il s'agit du groupe d'action non affilié en faveur de l'égalité (Non-Affiliated Action Group for Equity), dont l'objet est de promouvoir l'équité à l'Université de Windsor en entreprenant d'abord, mais non exclusivement, des activités favorisant l'égalité des femmes. Les objectifs des deux groupes se complètent et plusieurs membres du Groupe d'appui aux femmes sont également membres du groupe d'action, soit en faisant partie du comité d'action ou en l'appuyant financièrement ou moralement à titre d'«Amis du NAG». Nous nous tournons vers ce nouveau groupe lorsque nous avons besoin d'aide pour cerner les questions qui exigent l'attention éducationnelle que notre groupe peut apporter.

Sur notre campus comme sur bien d'autres, on assiste bien évidemment à une révolution des sexes. Les féministes et les «masculinistes» sont séparés par un fossé culturel. Les changements s'imposent, mais ils amènent dans leur sillage la peur et la douleur à ceux qui se complaisaient bien dans les universités d'antan. Aucun membre de sexe masculin du Groupe d'appui ne pourra dire qu'il a toujours été féministe, mais nous sommes tous conscients qu'il est nécessaire de faire preuve d'empathie à l'égard du féminisme. Au sein de notre Groupe d'appui aux femmes, nous pouvons travailler avec les féministes afin d'aider les masculinistes à sauter le fossé culturel.

Systemic discrimination requires systemic change — *Rosalie Abella*

CAUT's Policy Statement on Positive Action to Improve the Status of Women in Canadian Universities: The Preamble

Why Positive Action is Needed to Improve the Status of Women in Canadian Universities

In the last decade there has been a considerable social revolution involving the participation of women students in Canadian universities. However, in the areas of academic staff employment and senior administration, women remain significantly under-represented. The signs of this are clear and evident. Women hold fewer full-time appointments than would be expected from the number of qualified applicants. Women, moreover, hold a proportionally greater number of part-time appointments than men. Those women who do have full-time appointments, both in academic units and in libraries, sometimes have lower rank and salary than equally qualified and experienced men. Female participation is also unequally distributed among faculties and departments.

These problems are due to a variety of barriers which have historically derived from gender stereotyping in society and its schools and from conditions in the university which have discouraged women from taking up academic appointments. Such an undesirable and unjust situation is not the product of a deliberate conspiracy but results from a process that has become known as systemic discrimination. The federal government has defined this as "... indirect, impersonal and unintentional discrimination that is the result of inappropriate standards which have been built into the employment systems over the years." Judge Rosalie S. Abella discussed this recently in the following terms:

> "Systemic discrimination requires systemic remedies. Rather than approaching discrimination from the perspective of the single perpetrator and the single victim, the systemic approach acknowledges that by and large the systems and practices we customarily and often unwittingly adopt may have an unjustifiably negative effect on certain groups on society. The effect of the system on the individual or group, rather than its attitudinal sources, governs whether or not a remedy is justified.
>
> Remedial measures of a systemic and systematic kind are meant to improve the situation for individuals who, by virtue of belonging to and being identified with a particular group, find themselves unfairly and adversely affected by certain systems or practices."

PROPORTION OF WOMEN ENROLLED IN DOCTORAL PROGRAMMES BY FIELD (CANADA), 1989-90

	NUMBER OF WOMEN ENROLLED	PERCENT OF TOTAL PH.D. ENROLLMENT
EDUCATION	**1338**	**57.5**
Elementary-Secondary	298	61.6
Higher Education	54	64.3
Nursery & Kindergarten	8	53.3
Non-teaching Fields	933	58.2
Physical Education	33	30.8
Kinesiology	12	36.4
FINE ARTS	**109**	**51.9**
Fine Art	29	72.5
Music	48	40.3
Other Performing Arts	32	62.7
HUMANITIES	**1578**	**44.3**
Classics	31	48.4
English	382	56.9
French	211	55.5
History	232	37.8
Other Language and Lit.	233	53.8
Library Science	23	60.5
Linguistics	126	59.2
Other Mass Media	33	41.3
Philosophy	117	24.5
Religious Studies	82	24.3
Theology	70	27.5
SOCIAL SCIENCES	**2096**	**44.3**
Anthropology	132	53.2
Archaeology	13	52.0
Canadian Studies	5	55.6
Area Studies	24	58.5
Commerce and Business	155	34.4
Criminology	23	50.0
Spec. Admin. Studies	1	33.3
Demography	8	47.1
Economics	96	19.8
Geography	88	24.8
Law	23	31.9
Man Environment	28	31.1
Political Science	166	26.8
Psychology	1016	63.7
Social Work	35	45.5
Sociology	285	47.9
AGRICULTURE & BIOLOGY	**647**	**31.2**
Agriculture	137	26.4
Biochemistry	92	36.1
Biology	244	32.2
Biophysics	6	19.4
Botany	37	37.8
Household Science	43	49.4
Veterinary Science	21	25.6
Veterinary Medicine	2	33.3
Zoology	60	24.9
ENGINEERING & APPLIED SCIENCES	**276**	**9.8**
Architecture	10	25.0
Aeronautical Eng	2	4.9
Chemical Eng.	42	12.5
Civil Eng.	46	9.3
Design Eng.	6	10.5
Electrical Eng.	52	7.3
Industrial Eng	9	18.8
Mining Eng.	8	8.0
Mechanical Eng.	37	8.3
Metallurgical Eng.	12	12.5
Other Engineering	14	10.9
Engineering Science	6	8.6
General Engineering	5	4.9
Forestry	24	17.6
HEALTH PROFESSIONS	**748**	**42.0**
Dental Specialties	10	33.3
Medicine	20	40.8
Medicine/Basic Science	356	39.7
Medical Specialties	114	42.5
Paraclinical Science	90	37.2
Surgery	7	33.3
Nursing	6	100.0
Optometry	3	50.0
Pharmacy	32	34.0
Public Health	98	63.6
Rehabilitation Med.	12	92.3
MATHS & PHYSICAL SCIENCES	**568**	**17.2**
Computer Science	60	13.0
Mathematics	75	13.6
Chemistry	241	24.1
Geology	82	19.0
Metallurgy	3	30.0
Meterology	4	16.0
Oceanography	19	17.9
Physics	84	11.7
TOTAL	**7459**	**35.5**

Note: Students whose disciplines are not known are included in the total number of Ph.D. enrolments.
The figures include both full-time and part-time students
Source: Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

PALINSCOPODON

This "retrospective" academic is equipped with a rear-view mirror in order to enable complete avoidance of forward vision. Changes in academic boundaries or customs leave this creature bewildered and irritated, since they are in conflict with his or her world view; "that's not how things are done" is the rallying cry uniting this group. Social gatherings of the group are held to honour the "pax academica" of their unchanging present.

by Sarah J. Shorten, Task Force on Bias-Free Communication, *(1990)*

PROPORTION OF TENURED AND LEADING TO TENURE APPOINTMENTS HELD BY WOMEN BY PROVINCE AND RANK, 1989-90

	Full	Assoc	Asst	Lect	Total
Newfoundland	7.2%	20.1%	32.4%	55.6%	19.6%
Prince Edward Is.	5.3	13.0	24.2	0.0	13.5
Nova Scotia	7.8	18.2	43.6	56.3	20.8
New Brunswick	8.6	21.0	30.7	50.0	17.4
Ontario	6.5	18.0	34.2	52.0	17.3
Manitoba	6.7	19.1	29.5	25.0	15.6
Saskatchewan	4.6	19.5	27.3	57.1	13.5
Alberta	8.6	19.7	36.8	64.3	17.4
British Columbia	5.4	17.6	29.3	40.0	16.3
Canada (excluding Québec)	**6.8**	**18.5**	**33.6**	**52.4**	**17.2**

Note: Data for Québec are not available for 1989-90.
These percentages were calculated for each rank by dividing the number of women holding tenured positions or positions leading to tenure by the total number of faculty in such positions.

Source: Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

PROPORTION OF WOMEN GRANTED DOCTORATE DEGREES BY FIELD (CANADA), 1989

	NUMBER OF FEMALE DOCTORATES	PERCENT OF TOTAL DOCTORATES
EDUCATION	**127**	**46.0**
Elementary-Secondary	30	44 1
Higher Education	0	♦
Nursery & Kindergarten	0	♦
Non-teaching Fields	91	51.4
Physical Education	4	20.0
Kinesiology	2	28.6
FINE ARTS	**8**	**40.0**
Fine Art	1	100.0
Music	5	35.7
Other Performing Arts	2	40.0
HUMANITIES	**127**	**41.6**
Classics	4	80.0
English	39	51.3
French	15	57.7
History	19	31.7
Other Language and Lit.	20	52.6
Library Science	0	♦
Linguistics	10	66.7
Other Mass Media	4	57.1
Philosophy	8	22.9
Religious Studies	3	12.0
Theology	5	29.4
SOCIAL SCIENCES	**215**	**42.2**
Anthropology	11	52.4
Archaeology	2	50.0
Canadian Studies	0	♦
Area Studies	0	♦
Commerce and Business	6	13.3
Criminology	0	♦
Spec. Admin. Studies	0	♦
Demography	1	33.3
Economics	11	15.7
Geography	13	35.1
Law	2	20.0
Man Environment	1	12.5
Political Science	15	34.9
Psychology	126	63.6
Social Work	2	40.0
Sociology	25	42.4
AGRICULTURE & BIOLOGY	**85**	**27.2**
Agriculture	21	23.9
Biochemistry	9	27.3
Biology	25	26.0
Biophysics	0	♦
Botany	2	12.5
Fisheries & Wildlife	0	♦
Household Science	11	78.6
Veterinary Science	7	35.0
Veterinary Medicine	2	66.7
Zoology	8	22.2
ENGINEERING & APPLIED SCI	**19**	**5.8**
Architecture	0	♦
Aeronautical Eng.	0	♦
Chemical Eng.	2	4.5
Civil Eng.	2	4.3
Design Eng.	0	♦
Electrical Eng.	3	3.6
Industrial Eng.	3	33.3
Mining Eng.	0	♦
Mechanical Eng.	1	2.3
Metallurgical Eng.	2	13.3
Other Engineering	2	8.0
Engineering Science	0	♦
General Engineering	0	♦
Forestry	4	20.0
HEALTH PROFESSIONS	**117**	**39.0**
Dental Specialties	1	100.0
Medicine	0	0.0
Medicine/Basic Science	56	40.6
Medical Specialties	23	41.8
Paraclinical Science	21	36.2
Surgery	1	20.0
Nursing	0	♦
Optometry	0	♦
Pharmacy	4	26.7
Public Health	11	45.8
Rehabilitation Med.	0	♦
Medical Technology	0	♦
MATHS & PHYSICS	**79**	**15.8**
Computer Science	3	6.5
Mathematics	12	14.8
Chemistry	45	23.9
Geology	8	14.3
Metallurgy	0	♦
Meterology	1	14.3
Oceanography	3	27.3
Physics	7	6.4
TOTAL	**783**	**30.4**

Note: The total number of degrees granted includes degrees for which the discipline is not known as well as interdisciplinary degrees.
The symbol "♦" indicates that no doctorate degrees were earned in the discipline by either males or females.
Source: Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

STENODON

(AKA the narrow don): This large and powerful specimen has webbed feet which fit it admirably for swimming, with or against the tide. Its distinctive "duck-bill" restricts its capacities, however, for articulate speech, and researchers suggest that this may also affect its capacities for conceptualization. Observers note that it shows extreme distress when confronted by proposals for interdisciplinary projects, or ideas which challenge traditional conceptual boundaries; at such times, it is heard to squawk distractedly, "non-fit, non-fit".

PTERANODON

Named after one of the largest prehistoric flying reptiles, this modern don prefers to enjoy a bird's eye view. From this vantage-point of superiority, the pteranodon has been heard by several experts to proclaim triumphantly "I didn't read any of that stuff we were sent about that" and "I don't have time for politics"; changes in the academic terrain which he observes beneath him leave him unaffected, other than cuts in the travel budget, which produce outraged screams and darting attacks on undefended secretarial staff.

by Sarah J. Shorten, Task Force on Bias-Free Communication, *(1990)*

Women are indeed present in every dimension of university life. What equity requires is that they be there in a way that guarantees them equal treatment as workers and respect as individuals.

Provincial Summary:

British Columbia

by June Sharp, Simon Fraser University

Résumé

L'article donne un aperçu des initiatives des universités et des associations de professeurs de la Colombie-Britannique en matière d'égalité en emploi. Les trois universités de la province sont inscrites au Programme de contrats fédéraux. Toutes trois sont dotées de politiques sur l'égalité en emploi et le harcèlement sexuel. Elles ont également à leur service des conseillers ou des coordonnateurs dans ces domaines. Des comités consultatifs formulent en outre des recommandations aux recteurs quant à l'égalité en emploi. Les associations de professeurs des trois universités jouent aussi un rôle dans les questions relatives aux femmes en étant représentées au comité consultatif en matière d'égalité en emploi ou en ayant un comité sur la condition des femmes universitaires.

Simon Fraser University, the University of British Columbia and the University of Victoria are members of the Federal Contractors Program. UBC is currently under compliance review. A fourth university, the University of Northern British Columbia, is being established and is committed to the principle of employment equity.

There are no provincial government initiatives to directly address employment equity although there is a Minister responsible for Women's Programs (the Honourable Carol Gran) and a provincial multiculturalism policy.

B.C. does not currently have pay equity legislation and the Social Credit government has stated it has no plans to introduce any. However, the government is implementing a $40 million pay equity program for its employees.

Current University Initiatives

Simon Fraser University

Simon Fraser University has a formal employment equity policy and a formal harassment policy. The employment equity policy covers four designated groups: aboriginal people; the disabled; visible minorities; and women. The harassment policy covers sexual and other types of harassment.

A full-time Employment Equity Coordinator and a part-time Harassment Policy Coordinator are responsible for employment equity and harassment issues.

A self-identification survey was carried out in 1988 to determine the representation of the four designated groups in the SFU work force. It is kept up to date on an annual basis.

An Employment Equity Advisory Committee makes recommendations to the President with respect to the implementation of employment equity. In addition, an Employment Equity Resource Group, composed of faculty members, advises the Committee on faculty issues.

An employment equity plan has been drafted which has both quantitative and qualitative components. The quantitative section sets out hiring targets over five years for the four designated groups by occupational category. The qualitative section sets out strategies for achieving these goals, identifies the persons responsible for implementing the goals and gives a timetable for achieving them. This draft plan is currently being made available to the campus community for discussion and comment before being finalized.

Many of the strategies set out in the equity plan resulted from a comprehensive review of employment systems on campus carried out by the Employment Equity Advisory Committee.

Current projects include the design of an employment equity resource book for faculty and a series of workshops on recruitment and selection from an employment equity perspective.

An Employment Equity Seminar for academic administrators, sponsored by the President's Office, the Faculty Association and Academic Women was held on September 20, 1990. Other equity initiatives have included the annual "Women Do Math" conference for young women in high school (encouraging them to consider scientific education and careers) and a series of seminars sponsored by the Ruth Wynn Woodward Chair in Women's Studies, including "Sexism in the Classroom".

It is SFU's resolve to use gender neutral language in all university communications.

University of British Columbia

The University of British Columbia has a formal employment equity policy and a formal sexual harassment policy.

A full-time Director of Employment Equity is responsible for employment equity issues. In addition UBC addresses issues of equity through several campus offices, such as Sexual Harassment, Multicultural Liaison, and the Disability Resources Centre.

An advisory committee composed of faculty and staff makes recommendations to President Strangway on the employment equity plan, a comprehensive program to achieve equality in employment. This plan includes: the formulation of policy and wording for job advertisements; the maintenance of an on-going campus of 7,000 employees; the review of employment systems; the completion of a work force profile; and the analysis and setting of goals for hiring, training and promotion of members of the four groups designated by the Federal Contractors Program.

University of Victoria

At the University of Victoria, an Advisor to the President on Equity Issues has been appointed. Four sexual harassment advisors have also been named.

There is a Board policy on equity for female faculty members and one on gender-neutral language.

There is a Deans' Advisory Committee on Equity Issues (3 Deans, 3 women faculty) and a President's Employment Committee.

There have been various equity initiatives including: native education; accessibility of campus to persons with disabilities; a forum on the implementation of the Gender Equity policy; and three seminars co-sponsored by the Learning and Teaching Centre, the VP, Academic and the Advisor to the President, on gender issues, racism and physical challenges.

All departments are required to have a gender equity recruitment plan in place by March 31, 1991.

Role of Faculty Associations

Simon Fraser University

There is a Faculty Association representative on the Employment Equity Advisory Committee. The Association's Executive Director also participated in the Employment Systems Review carried out by the Committee. The Association co-sponsored the Employment Equity Seminar held in September 1990.

continued on page 16

NUMBER AND PROPORTION OF WOMEN IN TENURED POSITIONS AND IN POSITIONS LEADING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
UBC	306	17.0
RRMC[1]	0	0.0
Simon Fraser	70	14.3
Victoria	89	17.2

[1] Royal Roads Military College.

Source: Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

Provincial Faculty Association Reports: CUFA/BC

In both 1989 and 1990, CUFA/BC initiated a meeting between university women's groups. Of the three university faculty associations in the province, UBC and the University of Victoria have Status of Women Committees, currently chaired by Marg Csapo (UBC) and Clare Porac (U Vic). Simon Fraser University, on the other hand, has an Academic Women's Association independent of the Faculty Association. The 1990 meeting coincided with the UBC Status of Women Conference *Strategies to increase the number of women faculty on campus.* Discussions arising from this conference were addressed by the Status of Women Committees at their respective universities.

In its presentation to the Smith Commission, CUFA/BC emphasized concerns relating to women at B.C. universities.

Provincial Summary:

Alberta

by Susan Jackel, University of Alberta

Alberta's four universities are at different stages along the path to employment equity. Calgary has advanced the farthest, after being selected, two years ago, for compliance review under the Federal Contractors Program. The University of Alberta in Edmonton is also a signatory to the federal program and has recently received preliminary notice of review. Athabasca anticipates signing up with the Federal Contractors Program within the next year, if current studies and plans gain the support of all employee and governing bodies in the university. Lethbridge, it appears, is still in the very early stages of considering the issue. Throughout the province, the path is an uphill one and progress is recent, partial and slow.

The concept of employment equity, as outlined in the Abella Report and federal employment equity legislation, has received a cool reception from Alberta's Conservative government. The province's Bill of Rights, revealingly titled the *Individual's Rights Protection Act*, originally gave the provincial cabinet the power to allow or disallow affirmative action programs. These programs were few in number and were invariably couched in terms relating to the employment of native workers in northern development projects. The possibility that women, racial and ethnic minorities or the disabled might constitute historically disadvantaged groups in employment has not been widely entertained. If anything, the tendency within government is to see women's labour force participation as a threat to traditional values — witness the recent proclamation of a new provincial holiday, Family Day.

In bringing the *Individual's Rights Protection Act* into conformity with the Charter, the provincial government, in 1985, introduced an amendment to shield programs designed to acknowledge and remedy past discrimination from charges that these were in turn discriminatory. This amendment, little known even within the universities, has created a challenge to employment equity advocates and educators. Their major task is to explain this amendment and its Charter of Rights to colleagues and even sometimes to provincial politicians and bureaucrats.

In large segments of the province, terms like affirmative action and pay equity are anathema, being automatically equated with quotas, reverse discrimination and government intervention (the universal bugaboo). An especially paranoid outlet for these fears is the right-wing, rabidly anti-intellectual weekly news magazine *Alberta Report*. Milder versions surface in the everyday speech of otherwise well-informed colleagues and business and community leaders. Without the Federal Contractors Program, it seems unlikely that any Alberta university would have accepted the need for a comprehensive plan of action to counteract systemic discrimination. Yet having the federal government wielding the stick does not go down well in a province where Ottawa-bashing is a favourite sport.

The University of Calgary

At the University of Calgary, employment equity was accepted in principle when the Board of Governors approved the University's adherence to the Federal Contractors Program. In March 1989 the University received notice that it had been selected for review and was given ten months to file a data report. It met the deadline, and is now in the process of updating the initial survey.

According to Carol Clarke, Employment Equity Officer at the University of Calgary, the University has put a major investment into education on employment equity themes. The approach is suggestive, not interventionist. For example, a questionnaire was sent to deans to raise awareness of aims and methods relevant to achieving equity goals. Deans were in turn encouraged to discuss these with department heads, who would, it was hoped, take the discussion to the department level. In the meantime, Employee Relations has integrated employment equity concepts into its programs for orientation and training of staff, both academic and non-academic.

Clarke believes Calgary has made considerable progress in just two years, considering that it was virtually starting from ground zero. She notes that she and her colleagues have closely studied the experiences of Carleton, Ottawa and the University of Manitoba, which preceded Calgary in the review process. Having learned what works and what to avoid, Calgary hopes to have a smooth launch into the new recruitment and hiring procedures.

Letters to the Editor in Calgary's campus paper suggest that some academic staff are as yet unconvinced. In particular, Professor Susan Stone-Blackburn, advisor to the President on Women's Issues, became the target of vituperation when she dared organize talks and articles suggesting that women still encounter cultural and other barriers on campus.

It is too soon to measure the impact of Calgary's recent conversion to employment equity on the recruitment and hiring of members of target groups into the academic staff. The University of Calgary is about on a par with the national scene in its proportions and distribution of women staff. Although some hiring is being done, departments where women have been chronically scarce are competing with universities and other employers throughout North America for qualified women applicants. It is not yet clear that the institution as a whole is committed to anything beyond threshold acceptance of the need for a more representative faculty. This is scarcely surprising, given the surrounding provincial milieu, especially in the more conservative southern half of the province.

Susan Jackel, University of Alberta

University of Lethbridge

Proponents of employment equity at the University of Lethbridge are likewise contending with social and political conservatism, even more deep-dyed and resistant to notions of sexist and racist discrimination in employment. The University has not signed adherence to the Federal Contractors Program and has no immediate plans to do so, according to Vice-President, Academic, Ian Newvould. Although the University has several research commitments with federal agencies in excess of $200,000, these are not in the form of contracts.

In lieu of outside pressures, some initiatives have been taken by faculties within the university to hire more women. At a February 1991 meeting of General Faculties Council (Alberta universities' equivalent of Senate), these affirmative action proposals were referred to the University's Planning Committee, which was charged with producing a university policy and procedures. Further time will be required to obtain approvals from the Board of Governors and the employee associations, as set out in the province's *Universities Act*.

To date, discussions about a more representative workforce at Lethbridge hardly constitute full-blown employment equity, since they are restricted to the hiring of women to academic staff. Other target groups have not yet been included, and there are no plans to address equity issues for non-academic staff.

continued on page 16

NUMBER AND PROPORTION OF WOMEN IN TENUREO POSITIONS AND IN POSITIONS LEADING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
Alberta	264	17.1
Calgary	200	18.1
Lethbridge	31	15.5

Source Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada Unpublished data

Alberta *continued from page 15*

University of Alberta

In Edmonton, where the official opposition New Democrats dominate the political landscape, the University of Alberta made a partial move towards employment equity as early as 1986. Acting voluntarily and at the urging of then-President Myer Horowitz, Alberta's Board of Governors approved a pay equity plan for non-academic staff, in the hope of redressing long-standing underpayment of workers in women-dominated job categories. Regrettably, both the cost and the complexity of this initiative were underestimated, and the scheme bogged down in suspicion and recrimination. The lesson was that pay equity should not be introduced until an adequate job classification system is in place.

Also in 1986 a position of Equity Advisor to the President was created. The position was only half-time, without adequate research and other support, and was for several years without a clear mandate. Alberta's adherence to the Federal Contractors Program in 1987 signified some progress, but data collected was slowed by poor internal systems and the Equity Office's uncertain status. Under current President Paul Davenport the Office has recently been reconstituted as part of a new Office of Human Rights. The employment equity portion of this new Office is still inadequate and its mandate further obscured by having been melded with sexual harassment and general human rights issues.

Newly-appointed Human Rights Officer, Fran Trehearne, faces the formidable task of coping with these limitations, just as notice is being served of the University's review by the Federal Contractors Program. Watch for a flurry of activity on the equity front at the University of Alberta in 1991-92. After several years of intermittent discussion and occasional departmental initiatives in active recruitment of women candidates, a more concerted and comprehensive approach will be welcomed by women's groups on campus and by others with a commitment to improving Alberta's so-so record on attracting and retaining women faculty.

Athabasca University

Athabasca University, located in the town of Athabasca, an hour and a half's drive north of Edmonton, is demonstrating that interesting things can happen at a small, non-traditional university. Athabasca's mission is distance education, and is therefore a campus without on-site students. Just over a decade old, Athabasca is unconstrained by long-standing structures.

Director of Human Resources, Mike Balaski outlined the University's current activities on employment equity issues. Balaski is presently engaged in compiling a report for President Terry Morrison for May 1, 1991 on employment categories for support staff. He feels that initiatives regarding academic staff must come from the staff association, probably in the context of the collective agreement. He sees a distinct possibility that the University will make a commitment to the Federal Contractors Program by fall of 1991. Thus any plans developed for the University would be directed to the four target groups specified in federal legislation, although the initial focus would be on proportions of women on staff and in management.

According to newly-arrived Dean of Science, Kathleen Mailer, women in fact constitute just over half of senior management at Athabasca, a startling statistic in comparison to the general scene in Canadian universities (the norm is in the vicinity of 10 percent). Women also constitute the majority on the academic staff association executive, likewise a rarity. Athabasca's anomalous institutional status, however, makes it difficult to see how other universities could soon duplicate its record on gender balance.

Summary

The overall picture is thus mixed, with some signs that the Alberta universities may yet, although reluctantly, come to grips with the complex issues involved in defining and achieving equity goals. As elsewhere, funding concerns dominate the minds of university administrators. More than elsewhere, colleagues are disinclined to engage the University in debates over social and economic justice. There are anxious discussions over the dangers of provoking provincial government punishment for stepping out of line with prevailing labour policies. Employment equity is seen as just such a provocation. The promotion of opportunities for women and racial minorities strikes many as unnecessary and patronizing, in other words a denial of individual rights.

Yet there are pockets of optimism and constructive action. Women on all four campuses are moving into administrative positions, pressuring individual department chairs and deans for explicit commitments to gender balance in hiring, and examining the exploitive conditions governing sessional staff. Staff associations are less than prominent in these campaigns, but occasionally become the means for incremental change. Women's Studies Programs are providing the impetus for examination of the curriculum, and a focus for feminist critique of the institution. As the pace of new hiring picks up, fresh energies are brought to the task. In the end, however, it will probably be the prospect of losing out in the recruitment of talented replacements for retiring faculty that will finally push the four Alberta universities into more aggressive recruitment of previously-excluded employee groups.

Provincial Faculty Association Reports: CAFA

The Confederation of Alberta Faculty Associations (CAFA) is pleased to have the opportunity to outline some of its activities regarding employment equity.

It is helpful to understand CAFA's role and activities within Alberta. CAFA's mandate is to promote the quality of education in the province and to promote the well-being of Alberta universities and their academic staff. To achieve these objectives the Confederation's primary function is to lobby on issues which have been approved by the representatives of its member associations. Unlike some other provincial associations, CAFA does not become directly involved in bargaining of member association contracts; this is left to the resources of the locals.

During 1990, CAFA Council approved a position paper which formalized many of the positions which the Confederation has already discussed with the Alberta government. CAFA made a number of recommendations in two areas of employment equity for women and natives, increasing the pool of women and natives which would be available for employment as academic staff and implementing strategies which would provide some remedy for existing inequities.

CAFA made a number of recommendations on how to reduce the number of structural and environmental impediments to university study by women and natives. Some intervention strategies to overcome the disparities in enrolment between women and men were suggested. There were a number of proposals put forward to increase the acceptance of university education as a way for native people to achieve their own aspirations.

CAFA also included suggestions as to how to redress some of the inequities in employment at the university. Primary among these was a proposal to establish a Faculty Renewal Fund which would be utilized to provide employment for young academics who could be transferred into tenure track positions as older academics retire. This would provide for a number of new positions thereby allowing for more women and natives to be hired.

This position paper was distributed to every elected member of the Legislative Assembly as well as to officials within the Department of Advanced Education. Perhaps more importantly, the paper became the focus of CAFA's direct lobbying of the government.

There is some indication that the Alberta Department of Advanced Education recognizes the problems. It is CAFA's intention to work so that the government implements the solutions.

British Columbia *continued from page 15*

Academic Women (AW), an association of women faculty (though not part of the Faculty Association), plays an active role in promoting awareness of equity issues on campus. AW co-sponsored the Employment Equity Seminar in September 1990 and has organized seminars on issues such as promotion and tenure for women faculty.

University of British Columbia

Faculty groups that play an active part in the development of UBC's employment equity program include the Status of Women Committee of the UBC Faculty Association and the Academic Women's Association. In December 1990 the Status of Women Committee hosted a one-day conference entitled, "Strategies to Increase the Number of Women Faculty on Campus".

University of Victoria

The Faculty Women's Caucus is influential in developing policy. There is also a Status of Women Committee which recently held a Forum on Gender Equity.

Comments and Observations

Simon Fraser University

The percentage of new faculty appointments who are women has increased from 25 percent in 1988 to 35 percent in 1990.

There is an increasing awareness of employment equity issues on campus.

University of British Columbia

An example of recent initiatives by the UBC administration to enhance the recruitment and retention of women and minority faculty is the provision of funds to supplement junior faculty positions in cases where it is possible to appoint women or minority candidates with truly exceptional qualifications at senior ranks.

University of Victoria

The effectiveness of equity issues policies is variable across the campus. Last year 43 percent of faculty appointments were women. There was a 93 percent response rate to the self-identification survey in 1990.

There is a great deal of activity and attention being paid to equity issues on this campus at the moment. Some members of the University community do not support equity programs, but the majority appear to be supportive.

Provincial Summary:

Saskatchewan

by Alicja Muszynski, University of Regina

Résumé

Mme Muszyński résume la situation en matière d'égalité en emploi dans les universités de la Saskatchewan. Les universités de Regina et de la Saskatchewan sont inscrites au Programme d'égalité en emploi. L'auteure de l'article énumère les initiatives des associations de professeures, entre autres la négociation dans les conventions collectives de clauses permettant de mettre en oeuvre l'action positive pour les groupes désignés. Les deux associations possèdent un comité sur le statut de la femme. L'auteure conclut en déclarant que la seule conformité au Programme de contrats fédéraux n'est pas suffisante. Les universités doivent s'engager davantage et plus sérieusement.

University of Regina

Current University Initiatives

Initiatives undertaken are solely within the mandate of the Federal Contractors Program. The University of Regina became a member of the Program in July 1989. In October of that year, the University Administration established an Employment Equity Consultative Committee with representation from Personnel and the bargaining units. In the fall of 1990 the Committee was gathering work force profiles. This work force information is currently being evaluated. In addition, the University is identifying barriers to employment equity in policies and practices.

A subcommittee of the Employment Equity Consultative Committee has recently been established to study employment practices at the University. An outside consultant will be brought in to help with the process. There is no employment equity plan at this time.

Positions designated to address equity matters

Recently an Assistant Personnel/ Employment Equity Officer has been appointed whose functions include hiring within the administration group and performing employment equity duties. There are no other designated positions at the moment. Functions such as those of a Sexual Harassment Officer have been assigned to the Director of Personnel Services.

Role of Faculty Associations

The Faculty Association has actively and openly committed itself to positive action and to employment equity. It is currently pursuing two policy grievances concerning female faculty members to test a clause in the Collective Agreement which commits the Faculty Association and the University to positive action. The Collective Agreement expired in July 1990 and the Faculty Association is negotiating to strengthen this clause in the agreement and to include a number of other clauses that would help implement positive action for all designated groups. The Faculty Association has also cooperated with the Administration in conducting studies and is represented on the Employment Equity Consultative Committee.

SAUT, the provincial faculty association, is currently inactive and has therefore not been involved.

Role of Female Faculty and Female Faculty Groups

The Faculty Association has a Status of Women subcommittee which has been active for several years, but was not invited by the Director of Personnel Services to participate in the work of the Employment Equity Consultative Committee. A formal meeting between these two groups is being organized to see if the two committees can work together.

Thus, while there are identifiable groups of female faculty (SWC, Advisory Committee on Women's Studies reporting to the Dean of Arts, The Academic Women's Network), they have not been invited by the Director of Personnel to participate in developing employment equity policy.

Alicja Muszynski, University of Regina

Comments and Observations

A number of female faculty groups on campus are pushing for employment equity. So far, they have had little input except through the Faculty Associatinn and a submission made to the Academic Task Force Review Committee in 1988. The general feeling on campus is that the University of Regina is complying with the letter of the Federal Contractors Program but that it has made no serious commitment to realizing employment equity for women or the other designated groups.

It remains to be seen if the new President will take a more active and committed stance. He has invited groups to consult with him, and has met with the SWC, the Sexual Harassment Committee and the Women's Studies Advisory Committee.

University of Saskatchewan

Current University Initiatives

The University of Saskatchewan is a member of the Federal Contractors Program and on February 2, 1989, the Board of Governors approved a policy statement with respect to the implementation of an Employment Equity Plan. The U of S is not under review. According to the terms of the program itself, the University is now at Stage 2 which is a general analysis of self-identified data (work force profile). This information was collected in April 1990. As of January 1991, a conversion process is under way which attempts to match the designated groups with the 12 occupational codes used by Statistics Canada. In other words, the university classifications are being matched with the codes to see how closely the profiles match the available pool of people in the designated groups.

There is an employment equity policy for all four designated groups, but no employment equity plan has been put into place. The University has no numerical goals at present but is moving towards their formulation.

An Employment Equity Coordinator, appointed in January 1990, reports to the Assistant Vice President, Administration. The Coordinator had worked on a part-time basis for one or two years prior to her official appointment.

Role of Faculty Associations

The Faculty Association has a Status of Women Committee which is working on gender equity issues. The Employment Equity Advisory Committee, appointed by the President, has two representatives from the Faculty Association as well as representation from all other employee groups.

continued on page 19

NUMBER AND PROPORTION OF WOMEN IN TENURED POSITIONS ANO IN POSITIONS LEAOING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
Saskatchewan	112	12.2
St.Thomas More	5	19.2
Regina	55	16.7
Campion	2	13.3

Source: Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

Provincial Summary:

Manitoba

by Michele Pujol, University of Victoria

Résumé

Mme Pujol dresse le bilan des initiatives pour améliorer la condition des femmes dans les universités du Manitoba. Des trois universités de la province, seule l'Université du Manitoba peut participer au programme de contrats fédéraux. Par ailleurs, le gouvernement provincial ne dispose d'aucun programme pour promouvoir l'égalité en emploi.

En 1989, une coalition de femmes représentée par des groupes de femmes, des professeures et des étudiantes, ont exercé des pressions sur le gouvernement provincial pour qu'il exige des universités de mettre en oeuvre l'égalité en emploi. La coalition ayant déposé une plainte à la Commission des droits de la personne accusant les universités d'exercer de la discrimination systémique à l'endroit des femmes, les universités ont riposté en niant et en signalant leurs quelques initiatives à ce chapitre. Cependant, Mme Pujol avance des chiffres qui prouvent que les femmes n'occupent pas beaucoup plus de postes permanents ou menant à la permanence qu'auparavant. Certaines associations ont négocié dans leur convention collective des clauses sur l'égalité en emploi. Les trois associations ont un comité du statut de la femme.

Of Manitoba's three universities, the University of Manitoba is the only one subject to the Federal Contractors Program. The University of Winnipeg and Brandon University do not access a sufficient level of federal funding to be part of the Program.

There are no provincial government initiatives to promote employment equity. Provincial pay equity legislation has had no impact on women faculty because they are a minority within a male dominated employment group within each institution. At this point, the Manitoba Organization of Faculty Associations (MOFA) seems to be attempting to define its role. It has not been active on issues relating to employment equity.

Women within Manitoba universities and women's organizations have recently been pressuring university administrations and the provincial University Grants Commission (UGC) to improve female representation in faculty ranks.

In October 1988, the Manitoba Women's Agenda, an umbrella lobby group of provincial women's organizations, presented a resolution to government which denounced gender imbalance in faculty ranks and requested core funding for Women's Studies. In January 1989, the Learning Women Conference, organized by Dr. Keith Fulton, Joint Chair in Women's Studies at the Universities of Manitoba and Winnipeg, brought together women from across the Province who spent two days scrutinizing the status of women at Manitoba's universities.

This conference resulted in the birth of a coalition of women's groups, women faculty and students. The coalition corresponded with university administrations, and lobbied the UGC and the Minister of Education. The coalition demanded, among other things, that the provincial government make employment equity measures a conditon of funding to universities. It asked each university to implement affirmative action with measurable goals in hiring and promotion.

NUMBER AND PROPORTION OF WOMEN IN TENURED POSITIONS OR IN POSITIONS LEAOING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
Brandon	7	8.8
Manitoba	147	14.1
St-Boniface	9	30.0
Winnipeg	50	23.1

Source Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada Unpublished data

In January of 1990, as part of an overall drive to promote the status of women in higher education in Manitoba, the coalition signed human rights complaints charging Manitoba universities with systemic discrimination against women. The complaints drew attention to the under-representation of women within faculty ranks. The universities responded to the complaints in December 1990. With varying degrees of candor they denied the existence of systemic discrimination against women, noting as evidence the few initiatives undertaken in the recent past.

Michele Pujol, University of Victoria

The University of Manitoba

In 1989-90, women constituted 20.3 percent of all teaching staff, but only 17 percent of those holding professorial rank (tenured and non-tenured). In comparison, 36 percent of part-time sessional teaching staff were women.

In April 1987, the University signed a Certificate of Commitment under the Federal Contractors Program. Prior to this, in October 1980, the University had adopted a policy of *Female/Male Balance among Academic Administration, Faculty Members and Students*. The policy states that "in faculties, schools or departments in which the sex ratio of faculty members differs substantially from that of students in the unit, preference in hiring shall be given to the under-represented sex".

There have been few visible attempts to apply or enforce this policy. Information gathered by administration on: the proportion of women who applied or were interviewed; the result of the selection process; and the special efforts to recruit women, was relegated to a dormant file. Hiring units did not receive feedback on their recruiting practices. As a result, the number of women among full-time teaching staff only increased from 189 in 1980 (14.8 percent of total) to 211 in 1988 (16.2 percent of total).[1]

For the years 1983-89 women filled 30 percent of the new tenured and tenure-track positions. A more recent breakdown shows women filling these positions in the following proportions:

1985-86	21 percent
1986-87	55 percent
1987-88	33 percent
1988-89	26 percent

In these 4 years, a total of 36 women were recruited into probationary and tenured positions.[2] Recruitment of women fluctuates considerably and the proportion of women hired has significantly decreased since 1986. Moreover it reached only 26 percent in the year following U. of M.'s commitment to the Federal Contractors Program.

To administer employment equity, an Employment Equity Officer was appointed in October 1987. An Employment Equity Implementation Committee was set up in 1988, and a self-declaration census was conducted in 1989. Its overall response rate was only 60 percent. The first *Compliance Review Report* was issued in January 1990.

➤

Manitoba *continued from page 18*

The *Report* documents apparent deficiencies in the representation of target groups and sets provisional numerical goals for the next 5 years. The aim of these short-term goals is to achieve the same proportion of women in the University work force as in the overall Canadian work force. The "provisional" goal established for continuing full-time academic staff (which includes research associates and librarians) is to hire 160 women, or 40 percent of the expected 400 positions to be filled. The report states that "at least 65 shall be in tenure-track positions". This would increase the number of women hired each year into tenure-track positions from the present average of 9 to a minimum average of 13. The insufficiency of this goal reflects the fact that it is based on the University's past record of hiring women in probationary positions. The University's employment equity plan may thus do very little to change the present situation of female concentration in non-tenured academic positions.

Since the release of the *Report*, the Employment Equity Officer and the Implementation Committee have been preparing a review of the hiring system, trying to identify any systemic barriers that might exist. Faculty and administrative units have been informed about the employment equity plans, although no employment equity action strategy exists as yet. Strategies, procedures and specific goals for hiring units are to be established in 1991. One procedure, currently being considered, is to assign non-voting employment equity assessors to hiring committees.

It is too early to determine how effective employment equity will be. The pace of implementation has been slow, proven by the fact that no specific action strategy is in place 4 years after the signing of the Certificate of Commitment. Past record and the low "provisional goals" may be an indication of a reluctance to hire women in tenure-track faculty positions. The task of implementing an employment equity plan may require more resources than those so far allocated to the exercise.

Two organizations, namely the Faculty Association and the Caucus for Women, may pressure the Administration to take the exercise seriously.

UMFA can take on a leadership role by pushing for goals which would ensure true commitment to the hiring of women and members of other target groups. In the latest round of contract negociations, UMFA has already taken the initiative by introducing language which integrates employment equity into the Collective Agreement. Revised language in the contract sets out new requirements in the search procedure (identifying suitable candidates and approaching them by letter); spells out that preference will be given to members of the under-represented groups in cases of "demonstrably equal" candidates; and recognizes the impact of family responsibilities on women's careers.

UMFA has an active Status of Women Committee which, for a number of years, has been monitoring the hiring of women and the overall conditions that women faculty face on campus. UMFA supports the human rights complaints lodged against the University and has applied to be recognized as a party to these complaints.

The Caucus for Women was constituted after the October 1989 conference "Women Academics: from Issues to Action". The Caucus meets regularly. In November 1990, the Caucus issued a formal *Proposal for a Joint Task Force on the Status of Women*. The task force's objective would be "to examine the environment for women ... and to develop a plan of action to produce a campus equally favourable to women and to men". One of the concerns identified in the proposal is "increasing the number of women in tenured positions". The proposal is also very specific concerning the task force's composition, mandate, goals, and timetable. It would be action-oriented rather than study-oriented. The Administration has so far rejected the proposal.

The University of Winnipeg

The University of Winnipeg does not have an employment equity plan. Women here fare slightly better than at the University of Manitoba. They constitute 16 percent of tenured faculty, 21.5 percent of full-time staff with faculty rank and 54 percent of instructors and librarians.

Recent hiring shows that some effort is being made to increase female representation. From 1988 to 1990, six women were hired bringing the total number of tenured and probationary positions filled to 13. In the same two-year period, 12 out of a total of 17 appointments at the Instructor or non-continuing faculty levels were women. It should be noted that half of these women held Ph.D.s. The numbers indicate that women continue to be over-represented in hiring for these lower-level positions. U. of W. also seems prone to losing tenured women faculty to other universities.

Since Dr. Marsha Hanen became President of the University in 1989, one new initiative has been undertaken with regards to the monitoring of hiring. Statistics are now being collected, something which had never been done in the past. There have been no new policy or directives instructing units to hire more women. In fact, some faculty hiring committees still do not have female representation and there is no designated administrative position to deal with equity matters.

The UWFA has just recently begun to look into the status of its women faculty. The Status of Women Committee, established only two years ago, is presently engaged in an overall review of employment conditions for women in the faculty. Employment equity has not yet been identified as an issue.

Quite recently, a Women's Caucus has been created on campus. At its first meeting it passed a motion requesting a new report on the status of women at the U. of W. — a previous report was produced by the Board of Regents in 1975. The Board of Regents responded quickly by appointing a subcommittee to investigate the situation of women employees.

At this point, it does not appear likely that employment equity is destined to become part of the employment policies at the U. of W. However, this situation could change as a result of the human rights complaints or if employment equity becomes an issue for the UWFA and the Board of Regents subcommittee.

Brandon University

At Brandon University, women constituted 18.1 percent of full-time faculty in 1989, a significant increase from 12.2 percent in 1987. However, BU still does not have a single woman at the Full Professor rank and women's presence in the tenured ranks remains very low.

In 1988, an article titled *"Positive Action to improve the status of women"* was included in the Collective Agreement. This article stipulated that, by the end of 1988, hiring units were required to establish "reasonable goals for the hiring of women". The article also set out specific guidelines to aid in the search for women candidates. It included measures to ensure that "applicants shall not be disadvantaged by reason of career interruptions caused by family responsibilities". It created a "review committee on the status of women", whose "members must be committed to establishing equity". This committee's responsibilities include the enforcement of hiring goals and an ongoing review of the status of women. This article contains specific and useful language addressing the status of women issue at BU and attempting to eliminate systemic discrimination.

Faculties have established certain hiring goals. For instance, the Faculty of Arts has committed itself to increasing its present ratio of women faculty (20 percent) to the proportion of women in "the pool of Ph.D. candidates in the Arts in Canadian universities" (46 percent). The Faculty of Education also wants to move from its present ratio of 13.3 percent to parity by the year 2004.

There is no employment equity officer on campus. The Status of Women Review Committee is mandated to carry out the functions of that position.

The previously discussed "Positive Action" article was added to the Collective Agreement as a result of strong pressure and organizing by women faculty within the BU Status of Women Organization. This organization has also promoted other changes on campus including Women's Studies courses and sexual harassment policy.

The irony, however, is that only one of the women hired since 1988 is in a tenure-track position. The Administration has consciously not opened any tenured or probationary positions in the past two years. While it claims to be at the forefront of employment equity in Manitoba universities, it still attempts to keep women from tenured faculty positions.

Conclusions

It appears that two of the three Manitoba universities are going through the motions of implementing employment equity. Whether any real commitment to this principle exists still remains to be proven.

1 UM, *Compliance Review Report*, 1990, p. 42.

2 UMFA, Le Vecque, 1990.

Saskatchewan *continued from page 17*

Role of Female Faculty and Female Faculty Groups

Faculty women have organized a number of committees and prepared reports on a variety of women's issues including employment equity. A January 1990 workshop, "The Status of Women on Campus", resolved that an *ad hoc* committee be formed. It met with the President a number of times and its outcome was the formation of the Committee on the Status of Women appointed in the fall of 1990.

An *Ad Hoc* Committee on Women's Studies is also in place and the College of Engineering has a committee called "Encouraging Enrolment in Engineering" whose purpose is to encourage women students to enroll in engineering. In 1990 the College of Education established a Gender Equity Committee and presented a report. Renewed interest in the subject of women and science led to a panel session that was held on January 29, 1991.

Comments and Observations

The stipulations of the Federal Contractors Program represent only the minimum of what should be done. Specific areas requiring the most attention are: the representation of female students in non-traditional disciplines; and the creation of an equitable atmosphere on campus, which includes dealing with harassment. Guidelines for search committees have been drafted but their application by faculties and departments is entirely voluntary. Interim recommendations for recruitment of female faculty have been submitted to the Vice President – Academic but, to date, no action has been taken.

Provincial Summary:

Ontario

Penni Stewart, York University

Résumé

Quinze ans après le rapport «Women in Ontario Universities» révélant que les femmes sont sous-représentées au sein du corps professoral, deux programmes provinciaux sont en place dans les universités: le Fonds d'encouragement à l'action positive et le Fonds pour le renouvellement du corps enseignant. Mme Stewart décrit ces deux programmes et leurs répercussions dans les universités. Elle estime cependant que les deux programmes, y compris celui des contrats fédéraux, n'ont pas donné les résultats escomptés. En effet, peu d'universités ont embauché des coordonnateurs permanents responsables de l'égalité en emploi et, d'après les données, il n'est pas clair que le fonds de renouvellement a permis d'accroître le nombre total de professeures. Mme Stewart évalue ensuite les initiatives en matière d'égalité et décrit les réalisations de chaque université dans ce domaine.

Nearly fifteen years ago, official attention first focused on employment equity in Ontario universities, when the Ministry of Colleges and Universities published its report *"Women in Ontario Universities"*. Not surprisingly, the report showed that women were substantially under-represented in faculty ranks. Ten years later, in the wake of research documenting a stunning lack of progress in the recruitment and retention of women faculty, the Ministry established two programs: an Employment Equity Incentive Fund to encourage Ontario universities to undertake employment equity programs and a Faculty Renewal Fund to encourage the recruitment of new faculty into the university system. A third program, The Federal Contractors Program was developed by the Federal Government.

Employment Equity Incentive Funding

The Employment Equity Incentive Fund was one of two provincial programs created in the eighties to stimulate the development of equity programs in Ontario universities. The fund provided a modest $23,000 (up to $20,000 for an Employment Equity Coordinator and $3,000 for a special project) in the first year and approximately $15,000 per year for the two following years. To qualify for funding, universities were required to indicate their commitment to developing employment equity programs. By 1987-88 all universities in Ontario had taken advantage of this funding.

Faculty Renewal

In 1985, a $50 million University Excellence Fund was established as one element of the Ontario Government's plan to revitalize universities. From this fund, $10 million was set aside for faculty renewal, specifically to bring new and younger faculty into the university system and to improve the representation of women within faculties. In 1986, the Government announced that it intended to extend the program to support 500 new faculty appointments over a five-year period. Beginning in 1987-88, expenditures under this program were to be used exclusively for hiring individuals who did not already hold a tenure-stream appointment and for converting faculty currently in part-time and limited term appointments to tenure-stream positions. Institutions were required to submit a faculty renewal plan that specified appointments to be made under the program.

Federal Contractors

The Federal Contractors Program requires that universities with 100 or more employees, who plan to bid on Federal contracts worth $200,000 or more, commit themselves to implementing a program of employment equity for four target groups: women, first nations people, visible minorities and the disabled.

The program involves two stages. The first is a data collection and research stage and the second, an implementation stage. University progress through the stages is monitored by a random selection and review process. As of August 1990, McMaster, Ryerson, Cuelph, Toronto and Windsor were under review. Currently all but six universities are covered by the Federal Contractors Program.

The Impact of Government Initiatives

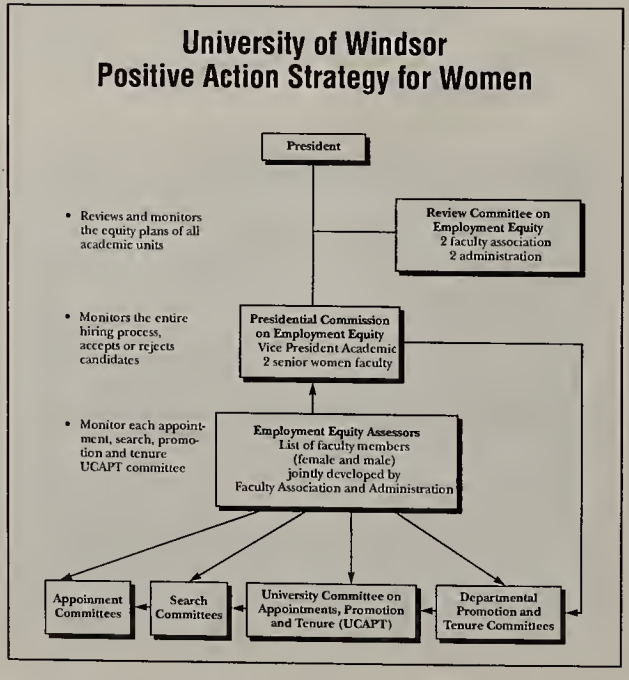
On the whole, these programs have had limited success in pushing universities to implement effective equity programs.

The Employment Equity Incentive Fund has had two results. First, by mandating that participating universities adopt a formal employment equity policy, the program put equity on the agenda of university administrations. Secondly, it supported the establishment of Employment Equity Coordinator positions. But it is clear that many university administrations have filled the letter of the agreement without adopting its intent. On a number of campuses the position is little more than an adjunct to other personnel functions.

Fewer than half of the universities in Ontario have full-time, permanent equity coordinators. Frequently, a faculty member on release time or an employee already hired in Personnel is delegated to do the job. Several university administrations have relied on successive term appointments for equity coordinators or have added other responsibilities to the position, such as the administration of harassment procedures. On many campuses, Employment Equity Coordinators function without sufficient administrative support and without the skills or back-up to carry out research. There is great variance in terms of reporting lines and in terms of whether or not the position carries with it an independent office or budget.

The success of the Faculty Renewal Fund in increasing the total number of women faculty is difficult to gauge although universities have publicized that renewal funds have supported the hiring of women faculty. Data available suggest that in the first two years of the program approximately 54 percent of appointments made under Faculty Renewal were women. It is not clear from the data, whether appointments made under this program increased the total number of women faculty or changed the status of faculty already within the system.

The Federal Contractors Program appears to have had a greater impact than the first two programs, at least as far as prompting universities to carry out research, establish committee structures and establish data collection procedures. But, like the MCU Equity Incentive Funds, the program has built-in weaknesses which allow universities to commit themselves in principle without moving on to implementation. Chief among these weaknesses is that there are few penalties for not making adequate progress. While, in theory, a university could fail a review, in practice this is unlikely, with the result that several universities have become mired in the research phase of the program. ➤


University of Windsor
Positive Action Strategy for Women
President
• Reviews and monitors the equity plans of all academic units
Review Committee on Employment Equity
2 faculty association
2 administration
• Monitors the entire hiring process, accepts or rejects candidates
Presidential Commission on Employment Equity
Vice President Academic
2 senior women faculty
• Monitor each appointment, search, promotion and tenure UCAPT committee
Employment Equity Assessors
List of faculty members (female and male) jointly developed by Faculty Association and Administration
Appointment Committees
Search Committees
University Committee on Appointments, Promotion and Tenure (UCAPT)
Departmental Promotion and Tenure Committees

Assessing Equity Action Initiatives

Although twelve universities in Ontario are members of the Federal Contractors Program only five universities (York, Windsor, Ryerson, Ottawa, OCA) have established formal affirmative action plans for women faculty which include affirmative search procedures, advertising regulations, and procedures to monitor hiring. Less comprehensive action strategies have recently been adopted at Brock, Lakehead and Wilfrid Laurier. At most universities, affirmative action programs can clearly be traced to faculty/feminist activism, not government supported programs or university administration initiatives. In at least four instances, Brock, Lakehead, Wilfrid Laurier and York, action was union/faculty association initiated and negotiated through collective bargaining.

The existing university plans for Equity/Affirmative action vary widely in their scope and in their ability to effectively scrutinize and control the hiring process. At Windsor, Equity Assessors who are responsible for monitoring hiring, are an integral part of departmental hiring processes, whereas at York, the Joint Implementation Committee enters the hiring process at two points: when a unit requests permission to advertise and when it recommends a candidate for appointment. At Lakehead, the Dean is responsible for monitoring appointments. At OCA, the Employment Equity Coordinator, the Director of Personnel and the Equity Review Committee are responsible for monitoring hiring. York and Windsor are now in their third year of affirmative action and it is clear from hiring data that these two programs have had an impact on the recruitment of women faculty.

Comparing of the number of appointments of women faculty in 1989/90 at York, or, even more dramatically at Windsor, with the number of appointments in previous years clearly shows the positive impact of mandatory action on recruitment. ***Nevertheless, even with affirmative action programs in place, recruitment is very uneven — a disproportionate number of men continue to be interviewed and hired in the physical or natural sciences and engineering. Twa issues stand out here. One is the resistance displayed by male daminated departments to give up privilege and autonamy. The other is that the number of qualified wamen in these areas remains small compared to the number of men. Affirmative action is thus tied to educational equity. Women graduate students in science and engineering must be trained and retained in greater numbers than at present if such patterns of departmental segregation are ta change.***

Many equity issues have not been addressed. On the whole, equity or affirmative action programs for women faculty have emphasized recruitment rather than retention of junior faculty or movement through the ranks. Affirmative action has not been extended into tenure and promotion processes, with the exception of maternity leave programs which "stop the clock". Nevertheless, at York, data from 1989-90 suggest that the presence of affirmative action has had an impact on tenure and promotion processes — notably the increase in the proportion of women tenured.

Other issues for future consideration include:

- the extension of affirmative action to include salary differentials between men and women;
- the under-representation of women faculty in senior academic ranks; gender parity/representation on committees;
- the conversion processes which recognize contractual and long term service; and
- the classroom climate.

To date, affirmative action programs have privileged sex over other systemic discriminations. Most universities have not begun to think about what equity action implies in terms of the four groups designated by the Federal Contractors Program.

Individual Profiles: A Snapshot of Ontario's Universities

Brock

In 1987 the Brock University Board of Trustees committed the University to developing an employment equity program. Brock is not a member of the Federal Contractors Program but received MCU Incentive funding in 1987 and, as a result, created an Employment Equity Coordinator position. This part-time position is part of personnel services and the Coordinator reports to the Director of Personnel. As yet, there is no university-wide Employment Equity Committee.

An affirmative action plan for women faculty was negotiated by the Brock University Faculty Association in 1990. This plan sets a goal of 35 percent female faculty representation for all departments and requires affirmative searches and gender parity on appointment committees. Under the terms of the agreement, hiring processes are monitored by an overseeing committee.

Women faculty at Brock are represented by the Brock University Faculty Association's Status of Women Committee.

Carleton

In 1986, Carleton University received MCU funding and since 1987 has been a member of the Federal Contractors Program. A work force census has been completed. Carleton was also successfully reviewed by the Federal Contractors Program and, in 1990, received an Employment Equity Award. A representative Employment Equity Committee was established and, in 1988, the University created a permanent, full-time Employment Eqnity Coordinator position. The Coordinator reports to the Director of Personnel.

To date no action strategy has been developed for women faculty. The Carleton University Academic Staff Association (CUASA) has negotiated for a plan to address pay anomalies and for procedures to deal with the conversion of term appointments. CUASA has a Status of Women Committee.

Guelph

Cuelph University has been a member of the Federal Contractors Program since 1987 and received MCU Equity Incentive funding in 1987-88 and 1988-89. An Employment Equity Office, established in 1989, is currently staffed by an Employment and Education Equity Officer and an Employment and Education Equity Administrator. Both an Employment Equity Committee and an Educational Equity Committee have been formed. There are however, no employment equity plans for women faculty. Equity action has so far been limited to a presidential review of hiring procedures.

The Guelph Faculty Association has a Status of Women Committee.

Lakehead

Lakehead University has had an employment equity policy since 1986. Although it is not a member of the Federal Contractors Program, it has received MCU Equity Incentive funding. In 1986, as a result of this funding, an Employment Equity Coordinator was appointed. When, in 1988, it became a permanent part of Human Resources, the position's title was changed to Human Resources Officer and its scope was broadened to include a variety of other duties pertaining to human resources.

In 1988, a joint administration/faculty Employment Equity Committee developed an affirmative action plan for women which sets guidelines for recruiting and retaining women faculty.

Women faculty are represented by the Lakehead Faculty Association and specifically by the Association's Status of Women Committee.

Laurentian

In 1985, the Board of Governors of Laurentian University adopted an employment equity principle. In 1986, Laurentian received MCU Employment Equity funding and the following year a University-wide Employment Equity Committee was established. The Employment Equity Office, opened in 1985, currently employs an Education and Equity Coordinator whose responsibilities include the administration of the University's sexual harassment policy.

There is no equity plan for faculty beyond the requirement that Departments conduct affirmative hiring searches.

Women faculty are represented by the Laurentian University Faculty Association.

McMaster

McMaster University received MCU Employment Equity Incentive funding in 1986 and the following year became a member of the Federal Contractors Program. McMaster is presently being reviewed by the Program. Policy concerning employment equity has been in place since 1988. Major constituent

continued on page 22

NUMBER AND PROPORTION OF WOMEN IN TENURED POSITIONS AND IN POSITIONS LEADING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
Brock	55	19.2
Carleton	115	17.5
Guelph	106	14.6
Lakehead	35	14.2
Laurentian	61	22.7
Algoma	4	14.8
Nipissing	7	15.9
Hearst	5	55.6
McMaster	164	17.4
Ottawa	198	20.3
St-Paul	11	18.3
Queen's	121	14.1
Toronto	245	15.1
St. Michael's	14	22.2
Trinity	3	13.6
Victoria	15	22.1
OISE	38	27.1
Trent	32	17.8
Waterloo	85	11.1
St. Jerome's	5	19.2
Conrad Grebel	3	18.8
Western	132	13.7
Huron	5	19.2
King's	4	8.9
Windsor	78	16.1
York	222	21.4
Wilfrid Laurier	32	14.5
Ryerson	169	29.3

Source: Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

Ontario *continued from page 21*

groups are represented within the Employment Equity Committee. McMaster's Employment Equity Office is staffed by two Coordinators — one, a part-time faculty member, the other, a full-time staff member. Both Coordinators report to the President's office.

There is no action plan for women faculty. Monitoring of recruitment is minimal. Deans are simply required to review applications from women candidates in disciplines where women are under-represented. There is also an annual review of salary anomalies.

The McMaster Faculty Association has three subcommittees which deal with issues of concern to women and equity action: the Status of Women Subcommittee; the Sexual Harassment Subcommittee; and the subcommittee on Integration of Female Faculty.

Ontario College of Art

The Ontario College of Art's Equity Governing Council approved a resolution committing the College to the development of an Employment Equity Program and an Affirmative Action Program. It received MCU Employment Equity Incentive funding in 1986. The College, however, is not covered by the Federal Contractors Program. Since 1986, the College has had a part-time Employment Equity Coordinator working within its Department of Human Resources.

In 1989, Faculty Council approved a two-phase employment equity plan for 1990-2000. The equity plan includes procedures relating to recruitment and increased representation of women on faculty, on committees, and on the Governing Council.

OCA faculty are represented by a Faculty Association although activism has mainly been centred within the Status of Women Task Force.

OISE

Three policies concerning employment equity are in place at OISE: an inclusive language policy; an employment equity policy; and an affirmative action policy. OISE is not a member of the Federal Contractors Program and only applied for MCU Employment Equity Incentive funding in the final year of the program (1987-88). In 1988, as a result of this funding, OISE appointed a temporary, part-time, Employment Equity Coordinator who reports to the Director of the Institute.

While an affirmative action policy has been adopted, there are no procedures in place to carry out this policy.

Faculty are represented by the OISE Faculty Association, but the core of women's activism on campus has been the Centre for Women's Studies in Education which has a subcommittee on Equity and Affirmative Action.

Ottawa

The Board of Governors of the University of Ottawa adopted an employment equity resolution in 1985. The following year, the University received MCU Employment Equity Incentive funding and in 1987 became a member of the Federal Contractors Program. In 1989, an employment and educational equity plan was developed, an Equity Advisory Committee was established, and an Employment Equity Coordinator was hired for a full-time three-year term position reporting to the Director of Human Resource Services and to the Vice Rector, Research and Planning. A full-time data analyst, hired for a two-year term, currently assists the Coordinator.

An employment equity plan for women faculty has been in place since last year. The plan includes procedures for increasing representation of women on faculty and on committees within the faculty. Faculty renewal funds have been used to hire women. Appointments advertised under the Faculty Renewal Program invite applications especially from women.

Faculty are represented by the Association of Professors. The Association has subcommittees on both pay equity and the status of women.

Queen's

Queen's University received MCU Employment Equity Incentive funding from 1986 to 1988. In 1987, Queen's became a member of the Federal Contractors Program and in 1988 a full-time, term position of Employment Equity Coordinator reporting to the Vice President, Human Services was created. There is also a part-time faculty advisor on employment equity. A Council on Employment Equity with representation from constituent groups and groups targeted under the Federal Contractors Program has been established at Queen's.

Despite this infrastructure, no equity action plan is in place for women faculty. Faculty Renewal funds, through the Queen's National Scholar Program, have resulted in some new appointments of women faculty.

A number of Associations including the Faculty Association, the Association for Women Teaching at Queen's and the Status of Women have been active in advocating for equity action.

Ryerson

An employment equity policy was adopted by Ryerson's Board of Governors in September 1985. In 1986, Ryerson received MCU Employment Equity Incentive funding and, in 1987, became a member of the Federal Contractors Program. A gender neutral language policy was adopted by the Board of Governors in 1987 and, one year later, an action strategy for women faculty was adopted. This action plan, known as the Employment Equity Faculty Tenure Stream Staffing Policy, aims to increase the proportion of women faculty in units to a level consistent with that of women in the comparable external labour pool. The Dean is responsible lor the targeting and monitoring of this process.

Full-time faculty are represented by the Ryerson Faculty Association which is credited with the progress made on equity. A position of Employment Equity Officer has been created on the Faculty Association Executive. In 1990, Ryerson and its Faculty Association received the Employment Equity Award.

Trent

A 1985 Board of Governors resolution commits Trent University to providing equality of opportunity for women and endorses an employment equity program. Trent received MCU Employment Equity Incentive funding beginning in 1986 and has been a member of the Federal Contractors Program since 1987. An Employment Equity Coordinator position has been in place since 1986. The position is currently permanent and full-time, reporting to the Director of Human Resources and to the Vice President, Administration. Major constituent groups are represented within the Employment Equity Committee. This committee is responsible for reviewing progress in the field of equity.

Equity action for women faculty has been minimal. The Trent University Faculty Association's current collective agreement requires that hiring committees assess the candidacy of women applicants in a case where both sexes have applied for an appointment and a man has been recommended. However, hiring committees are not required to engage in affirmative searches nor is it necessary that women be represented on these committees.

Toronto

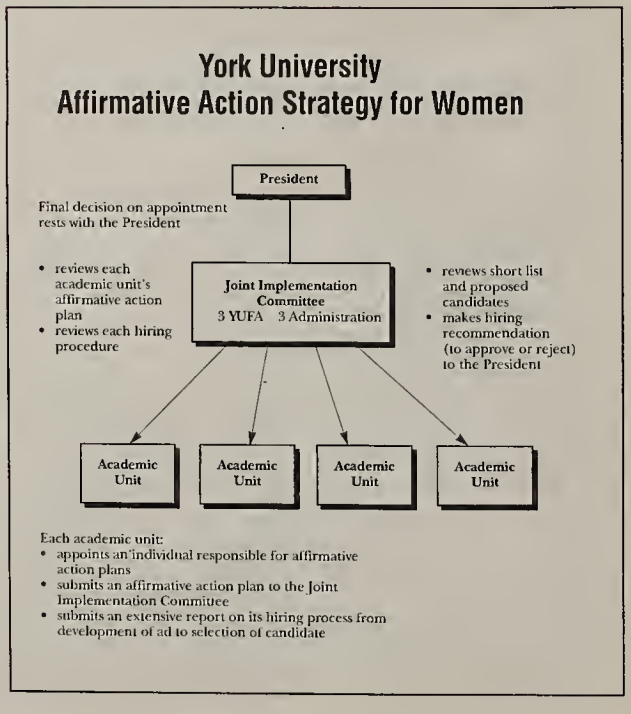
In 1986, the University of Toronto's Governing Council approved an employment equity policy. That same year it was granted MCU Employment Equity funding and became a member of the Federal Contractors Program. Also in 1986, a full-time permanent position of Employment Equity Coordinator was created, reporting to the Director of Human Resources. There is no representative employment equity committee.

The University does not have an employment equity plan for women faculty although a plan dealing with the four groups targeted by the Federal Contractors Program is currently under review. Faculty renewal funds have supported the hiring of women faculty.

The University's faculty and professional librarians are represented by UTFA.

Waterloo

The University of Waterloo received MCU funding for one year only, in 1986. That same year, it joined the Federal Contractors Program. There is no Employment Equity Coordinator at Waterloo. Responsibility for equity issues lies with a faculty member who works half-time, with the Assistant Director of Personnel, Staff Relations and Salary Administration, as an advisor to the VP Academic Human Resources. Two committees also deal with equity issues: the Advisory Council on Human Resources and the Presidential Committee on Differential Recruitment. ➤


York University
Affirmative Action Strategy for Women
President
Final decision on appointment rests with the President
• reviews each academic unit's affirmative action plan
• reviews each hiring procedure
Joint Implementation Committee
3 YUFA 3 Administration
• reviews short list and proposed candidates
• makes hiring recommendation (to approve or reject) to the President
Academic Unit
Academic Unit
Academic Unit
Academic Unit
Each academic unit:
• appoints an individual responsible for affirmative action plans
• submits an affirmative action plan to the Joint Implementation Committee
• submits an extensive report on its hiring process from development of ad to selection of candidate

There is no action plan for women faculty although some women have been hired with faculty renewal funds.

Faculty women are represented by the Waterloo University Faculty Association. Issues of concern to women in the Faculty Association are addressed by the Committee on Gender Equality and the Subcommittee on Part-time Faculty.

Western

In 1988, following two years of MCU Employment Equity Incentive funding, an employment equity policy was formally approved by the Board of Governors. Also in 1988, the University of Western Ontario became a member of the Federal Contractors Program. Western has a full-time Employment Equity Coordinator who reports to the Vice President, Personnel and a representative Employment Equity Committee.

Although the Senate has approved affirmative hiring in principle, no action has been taken to put this principle into practice. At this time, appointments of women have been made under a Special Initiatives Program. The University's maternity leave policy has a "stoping the clock" procedure for women in probationary appointments.

Faculty are represented by the University of Western Ontario Faculty Association which has a subcommittee on the status of women although activism on campus seems to mainly be centred in the Caucus on Women's Issues.

Wilfrid Laurier

Wilfrid Laurier University sought MCU Employment Equity Funding for one year (1986-87). The University is not a member of the Federal Contractors Program. A position of Employment Equity Coordinator was established in 1988. As a result of the first-collective agreement between the Faculty Association and the University, the position was restructured and is now part of the Personnel Department reporting to the Associate Vice President, Student Services.

The Wilfrid Laurier Faculty Association negotiated its first union contract in 1990. The contract establishes an action plan for women faculty in terms of hiring. It also sets out a procedure for the conversion of term positions to tenure-stream appointments. However, the plan does not require women to be included in search committees.

Windsor

In 1986, the University of Windsor received MCU Employment Equity Incentive funding and joined the Federal Contractors Program. An Employment Equity Coordinator position was also created in 1986. Currently this position is permanent, full-time and reports to the Director of Human Resources.

In 1988, the Senate approved an equity action strategy for women faculty. The plan has two major components: the development of departmental equity plans to cover 1990-2000; and the creation of a procedure to monitor hiring processes.

Faculty, sessionals and librarians are represented by a Faculty Union. The Association's executive includes a position of VP Women's Issues (currently unfilled) and, until recently, a Status of Women Subcommittee. This subcommittee has been responsible for starting a mentoring or "buddy" system for new women faculty. In 1990 the subcommittee resigned from the Faculty Association in protest and established the Non-Affiliated Action Group for Equity.

York

York University's Board of Governors adopted the principle of employment equity in 1985. In 1986, it became a member of the Federal Contractors Program and, in 1987, received MCU Employment Equity Incentive funding. A full-time Employment Equity Coordinator reporting to the VP, Finance and Administration was hired in 1989.

In its 1984-85 Collective Agreement, the York University Faculty Association negotiated an affirmative action plan for women faculty which includes: the development of unit five-year plans; the requirement to engage in affirmative searches; and the requirement to interview and to hire women, where qualifications between male and female candidates are substantially equal. The tenure and promotion process is not included in the plan at this time. There is an affirmative mandate for Senate committees and the President has given assurances that one of every two presidential appointments to committees will be women. Faculty renewal funds have also been used to hire women faculty.

Full-time faculty members and professional librarians are represented by the York University Faculty Association. The Association does not have a Status of Women Committee nor a woman's caucus. There is, however, an Affirmative Action Committee which deals with equity issues as they pertain to the contract.

Provincial Faculty Association Reports: OCUFA

by Helen J. Breslauer, Senior Research Officer

Résumé

L'article de Helen Breslauer, de l'Union des associations de professeurs des universités de l'Ontario (UAPUO), dresse le bilan du travail de cet organisme en faveur de l'égalité en emploi pour les femmes universitaires. Beaucoup de chemin a été parcouru depuis la réforme du comité du statut de la femme de l'UAPUO en 1985. Il y a d'abord eu l'adoption unanime en 1986 d'une politique découlant du document intitulé «Employment Equity for Women Academics: A Positive Action Strategy». L'égalité salariale pour les femmes universitaires et, ce faisant, l'inclusion des professeurs dans la loi ontarienne sur l'égalité salariale, le recrutement de femmes à l'université, l'élaboration d'une politique sur l'égalité en emploi des groupes minoritaires désignés à l'université sont d'autres dossiers pour lesquels l'UAPUO a été active et a exercé des pressions auprès du gouvernement provincial.

OCUFA has worked hard on behalf of employment equity for women academics. Recently, we have broadened our efforts to include visible minorities, aboriginal peoples and the disabled.

In 1985, OCUFA's newly-reconstituted Status of Women Committee took on as its first year mandate the development of a policy on employment equity for women academics. The result was an insightful and sensitive document entitled *"Employment Equity for Women Academics: A Positive Action Strategy"* which became OCUFA policy upon unanimous approval by the OCUFA Board of Directors at its April 1986 meeting. It was printed as a supplement to OCUFA's newsletter *Forum* and has been widely distributed within and outside Canada. Cooperation between OCUFA's Status of Women Committee and various individuals and committees at CAUT led CAUT Council to adopt a similar policy for academic librarians.

Hiring was the major focus of the employment equity policy. OCUFA has also been active with respect to equal pay for female academics, also considered an aspect of equitable employment. In 1987, OCUFA presented a brief to the Standing Committee on the Administration of Justice hearings on impending pay equity legislation in Ontario. OCUFA argued that faculty members should not be exempted from pay equity legislation. Their position was dramatically opposed to that advanced by the Council of Ontario Universities on behalf of university administrators. In the end, the legislation did not exempt faculty. Since then, OCUFA has consulted with many faculty associations on how to approach the topic of pay equity on individual campuses. In September 1988, OCUFA sponsored a workshop entitled "The Compensation of Female Academic Staff".

In 1988-89 OCUFA's Status of Women Committee produced a series of five brief papers entitled *"The Hiring and Retention of Female Faculty"*. These papers, subsequently published as a supplement to *Forum*, have been widely distributed and have been reprinted at a number of universities in Canada. In addition to hiring, they address other aspects of employment equity such as the climate of universities, evaluation criteria, tenure and promotion.

Through the Federal Contractors Program and subsequent statements by various Ontario ministries, the mandate of employment equity programmes in Ontario was broadened to include not only women, but also visible minorities, aboriginal peoples and the disabled.

In 1989, OCUFA's Executive appointed an *ad hoc* committee to develop an employment equity policy for the other three designated groups. The *ad hoc* committee, in liaison with the OCUFA Status of Women Committee, used the general format and approach found in the earlier policy for women and expanded upon the ideas found there. The *ad hoc* committee produced a policy statement entitled *"Employment Equity for Academics in the Designated Groups: Visible Minorities, the Disabled and Native Peoples"*, an expansion of OCUFA's Employment Equity Policy that was given unanimous approval by the OCUFA Board of Directors at its September 1990 meeting. It has also been printed as a supplement to *Forum*, and is being widely distributed. At the same meeting, the OCUFA Board passed a motion urging the Government of Ontario to introduce legislated employment equity including mandatory goals and timetables.

The policy recognizes that, in groups for which no pool of qualified applicants can be identified, *measures taken to attain educational equity are precursors of employment equity.* Although recognized in the policy, the issue of multiple disadvantage needs further work. Policies about employment equity for women academics must address issues concerning women in the other designated groups. Similarly, policies about educational and employment equity for the other designated groups must recognize that some 50 percent of their members are women.

OCUFA is sponsoring a conference organized by its Status of Women Committee on increasing women's participation in faculty associations. This conference took place in early February 1991. Workshops addressed the concern expressed by many women faculty that they are excluded from faculty association decision-making and discussion of issues. Strategies suggested by participants at the workshops will be written up and circulated.

Members of the OCUFA Status of Women Committee and staff members supporting it have participated in a number of conferences and workshops on issues of concern to women academics, often as speakers.

OCUFA's lobbying agenda contains a section on the climate on university campuses outlining issues designated as short-term lobbying priorities as well as numerous short and long-term objectives dealing with educational and employment equity issues.

Provincial Summary:

Québec

Marilyn Taylor, Concordia University

by Marilyn Taylor, Concordia University

Résumé

Mme Taylor, du Québec, brosse un tableau de la situation dans cette province en ce qui concerne l'égalité en emploi pour les femmes universitaires. Ce n'est qu'au cours des cinq dernières années que les gouvernements fédéral et provincial ont pris des initiatives pour tenter d'éliminer la discrimination systémique. Au Québec, la démarche est prudente et graduelle.

La dernière initiative gouvernementale est la mise en oeuvre du Programme de contrats fédéraux auquel sont inscrites cinq universités québécoises. Toutefois, c'est un programme du ministère de l'Enseignement supérieur et de la Science (MESS), lancé en 1986, qui a incité les universités à s'attarder aux problèmes d'inégalité entre les sexes. Puis, en 1989, une troisième initiative gouvernementale a donné naissance à un comité mixte représenté par le MESS et les universités du Québec et visant à promouvoir la hausse du nombre de femmes au sein du corps professoral.

Mme Taylor explique ensuite les efforts de comités paritaires pour réviser les conventions collectives de manière à promouvoir l'égalité en emploi et l'augmentation du nombre de professeures dans les universités.

The issue of inequities in employment for academic women in Quebec universities has emerged primarily within the past five years, with numerous studies detailing the reality of systemic discrimination. Once completed the studies have been followed by laborious negotiations about the specific approaches and measures needed to correct discriminatory practices.

To date three universities have begun to implement action plans designed to eliminate employment practices which discriminate against women. In all cases, the action plans have assumed that adequate cooperation will derive from education and sensitization of our colleagues to the issues, along with monitoring employment practices and making them more public. The three action plans avoid coercive quotas. None of the plans specify sanctions or definitive powers (beyond those of recommending and reporting) for special committees or officers involved in promoting employment equity.

The approach in Quebec could be characterized as gradual and cautious, providing ample opportunity to those with power relating to employment in the university to demonstrate that coercive measures are not necessary, and that there is adequate commitment for action once there is awareness and recognition of the problem. Only time will tell whether this trust is warranted.

Precipitating Government Initiatives

The most recent government initiative has been the Federal Contractors Program which has been signed by École Polytechnique, McGill University, Université du Québec à Montréal, Concordia University and Laval University. Concordia and Laval are currently undergoing compliance review. This program has only begun and its impact is not yet evident.

It was, however, an initiative by the Ministère de l'Enseignment supérieur et de la Science (MESS) in 1986 which initially engaged Quebec universities in giving attention to the problem. This program, part of a larger plan to promote employment equity in education, health, social services and municipalities, consists of technical and financial support to institutions in order to change policies and management practices aimed at the elimination of discrimination and the promotion of the equality of men and women.

This program is completely voluntary. Participation begins with a diagnostic study including: (1) a statistical portrayal of the distribution of women across every employment category; (2) a description of current employment practices; and (3) the availability of qualified women for positions in the university. It was expected that, on the basis of these analyses, an institution would develop a policy and an action plan leading to employment equity for women. The methodology used in these studies conformed to guidelines provided by *la Commission des droits de la personne du Québec*. The strategy was piloted at Laval University and Université du Québec à Montréal in 1986. Subsequently, universities (and colleges) were offered between $40,000 and $50,000 from MESS in support of their participation. Concordia, TeleUniversité and Université de Montréal entered the program in 1987, followed by McGill and the Université de Sherbrooke in 1988. With large institutions, the time and resources required to complete these studies had to be extended considerably. The Université de Montréal and Concordia University studies are still incomplete with only interim reports having been published.

Diagnostic studies at 14 institutions reveal the following trends:

- women are under-represented in the majority of employment categories, notably, senior administrative personnel, technical support personnel, and teaching personnel;
- women are concentrated in the traditional employment categories (e.g., office staff);
- women are paid less than men; and
- women's jobs are more precarious.[1]

A recent evaluation of this equity employment initiative from MESS states[2] that it is too early to assess the effectiveness of the program relative to its goal to promote the employment of women and to eliminate discriminatory employment practices, though there has been a slight increase in the appointment of women in the first universities to have done the study.

Clear impacts of the program to date are:

- provision of occasions for women to describe their work experience and its difficulties, in some cases, with the mobilization and grouping of women around the issues;
- a contribution to the sensitization of university personnel on the issues;
- modelling an appropriate institutional stance for female students;
- development of an appreciation among management personnel of the need for long-term planning to promote employment equity;
- promotion of collaboration and team work among university personnel; and
- provision of occasions for learning and exchange among personnel of institutions in Quebec.

One criticism raised in the evaluation was the lack of concrete measures in the equity plans which were formulated as a result of the studies. In the case of faculty, the specific measures which have been developed to address inequities (described below) have been negotiated in collective agreements rather than declared by consultative committees to employment equity coordinators. The same evaluation report[3] identified four conditions for success in implementing employment equity: the support of the senior administration; the naming of an officer specifically responsible for employment equity for women; the availability of information and sensitization of university personnel; and specific measures for the control and evaluation of progress.

A third governmental initiative was the establishment in 1989 of a joint committee of MESS and Quebec universities on the status of women. This committee advises the ministry and the universities on the promotion and participation of women in the university. The committee will focus on the university as an educational institution, as an employer and as a community and more specifically on:

- the experience of women as graduate students;
- the promotion of professors and the effects on the numbers of female professors; and
- the development of childcare services in the university.

Overall, the committee will concentrate on augmenting the numbers of women in the professorate.

New Approaches and Measures to Promote Employment Equity in Quebec Universities

For the two years following the pilot diagnostic studies at Laval and l'UQAM, parity committees of faculty and administrators negotiated intensively to develop ways to implement general recommendations ➤

intended to augment the proportion of women in the professorate.

The parity committee negotiations were then incorporated into the negotiations for collective agreements. These negotiations were completed early in 1990.

At Concordia, an informal caucus of female faculty proposed to the faculty association executive that a gender equity committee be established to prepare proposals aimed at revising the collective agreement to promote employment equity for women. Though modified by the Association, these proposals were successfully negotiated with an administration which was also supportive of initiatives to promote employment equity for women. As a result, Concordia, along with the two pilot universities, had an implementation approach in place in 1990.

The Nature of the Provisions

At UQAM and Concordia the provisions are contained in revisions to the collective agreements themselves, while at Laval, the provisions are contained in an addendum to the collective agreement. The provisions at Laval are highly detailed. Although Concordia's structures for implementation are quite detailed, each of its academic units bears the responsibility for all details relating to the equity plan and requires joint committee approval of these details. At UQAM, the parity committee's mandate and the details of the equity plan are considerably vague.

Similarities

All three revisions involve *joint committees* or parity committees composed of representatives from the administration and faculty associations. Although the mandates of these committees are different, all three have specified percentage goals for female appointments. While these differ somewhat from one institution to another, all three have specified that "the 'available pool' on a national basis, revised annually, will be the 'yardstick' used to assess acceptable progress".

Differences

The Overall Strategy and Structures

UQAM A parity committee with an equal but unspecified number of representatives from the administration and the union is to implement an equity plan aimed at augmenting the proportion of women in each academic unit to 20 percent. On the other hand, those units currently at 20 percent will have a new target of 40 percent. Seven guiding principles will be followed:

1) offering resources to improve recruitment;
2) offering resources to delay appointment until a candidate completes appointment requirements;
3) reporting the progress of departments using the available pool (geographic boundaries unspecified) as the indicator;
4) annual updating of the availability analysis;
5) assuring that job descriptions, interview procedures, evaluation, selection and appointment criteria are non-discriminatory (means unspecified);
6) increasing the representation of women on selection and promotion committees (goals and means unspecified); and
7) sensitization of the professorate regarding employment equity.

The committee can also propose additional measures as they are judged necessary.

The implementation of gender equity at UQAM over the past year has resulted in the appointment of women in 24.3 percent of new positions, which is exactly the percentage of women currently on faculty.

Laval The goal of Laval's agreement is to increase the proportion of women within departments to 50 percent in those departments having a current rate of less than 40 percent. This goal can, however, be modified if a department is able to justify such a revision in order to better reflect the actual percentage within the national pool.

Compliance is monitored by departmental assemblies who receive reports from selection committees containing the following information: job description, criteria of selection, committee composition, position announcement and recruitment methods, priorization of the short list and reasons, candidates' curriculum vitae, and any minority (dissenting) report. The assemblies can then add candidates to the list. Thirty percent of selection committee members must be women and two members must come from outside the academic unit.

A parity committee, composed of two representatives from the administration and two representatives from the union, undertakes an annual review of progress in redressing appointment inequities. It also continues to study the condition of women at Laval and the methods of promoting the careers of women. The committee also maintains a continuing reserve of eligible candidates by discipline and of women in graduate degree programs. Laval's agreement mentions the promotion of childcare and increases maternity leave to 105 days. It also provides a program aimed at sensitizing personnel to equity employment goals.

During its first term, Laval's committee has been developing a guide to assist academic units in the implementation of employment equity for women.

Concordia Concordia's revisions are modeled on those of York University. Their central feature is a joint committee composed of one member and one alternate each from the Faculty Association and the Administration. A chair is selected by the nominated committee members from a list of names acceptable to all parties. The committee's mandate is to review appointment recommendations from academic units to the Dean prior to the Dean's approval of the recommendation. Concordia will also have an Employment Equity Officer, appointed by the administration, not by the joint committee as at York. Each academic unit is required to produce its own equity plan for the next two years (within six months of the signing of the collective agreement) based on its own conditions, but in consultation with the Employment Equity Officer and the Dean. At York, however, equity plans must be approved by the joint committee. Concordia's goal for the representation of women is 50 percent but immediate goals are tied to the current available pool of qualified candidates. Concordia is now at the stage of appointing members to the joint review committee.

Comparative Discussion

Laval's agreement is the most specific regarding recruitment and appointment policies favourable to the hiring of women. UQAM and Concordia have invested in structures for the implementation of equity goals. The effectiveness of these equity goals will depend on the quality of appointments to committees . Concordia's structures are described in more detail than those at UQAM. Laval's agreement is also addressed more broadly, including concerns about women's careers in the university as well as their appointments.

Other universities who are participants in the Quebec ministry's employment equity program are completing the diagnostic study (Université de Montréal and McGill) or are conducting consultations and writing policy proposals and action plans (l'Université de Sherbrooke).

Conclusion

The gradual, consultative, noncoercive approach to change for employment equity in Quebec may well "pay-off" in the form of decreased resistance from those who would otherwise feel that departmental and decanal autonomy is threatened. But this approach exacts a high cost in both time and money. The strategy's success may well hinge on the availability of adequate funding for the laborious processes of sensitization and negotiation. To date, funding has been inadequate to allow the diagnostic studies to be completed, especially in the large institutions. Nor is it yet clear whether there will be funding for implementation as recommended by most of those involved in the first phase of studies.

In the end, universities have had to "pick-up the tab" beyond the initial grant. In times of shrinking budgets, it is difficult to see where the money will be found to cover the "up-front" costs of the educative approach. Currently, this means that too few people, most of them women, are doing too much. And there is always the danger that committee and administrative work for female faculty is more likely to threaten rather than support their career advancement.

Thanks to the following people for their consultations on this report: Clarisse Freshette, Agente de recherches, Bureau de la condition féminine, Gouvernement du Québec; Ann Robinson, Professeure de Droit, Université Laval; Kathleen Perry, Employment Equity Officer, Concordia University; Gisèle Picard, Coordinatrice de l'accès à l'égalité, Université de Montréal; Lise LaFrance, Coordinatrice de l'accès à l'égalité, Université de Sherbrooke; Marie-Lise Brunell, Dept. of Education, UQAM.

1 Bureau de la condition feminine (1991) *Programme d'accès à l'égalité en emploi pour les femmes dans les établissements d'enseignement supérieur.* Gouvernement du Québec, p. 15.
2 ibid.
3 ibid.

At the time of publication, Quebec statistics were not available.
Au moment de la publication les statistiques du Québec n'étaient pas disponibles.

AGNOONTOSAURUS

This creature also enjoys a latin name, the Nilvidisaurus, (or according to some jocular scholars, the Never-saura-thing) in recognition of its dedicated avoidance of evidence placed before it. This creature often claims that its Greek name comes from "agnos" meaning "pure", and that it is its unprejudiced and innocent gaze that makes the world seem good. Overwhelming scientific evidence now shows, however, that its name derives from "agnoein", meaning "to fail to perceive" — an etymology which would accord with the proclivity of this group to deny the reality of what it has not ... itself experienced; observers frequently cite as paradigmatic behaviour the reiteration of the cry, "nobody ever harassed me".

by Sarah J. Shorten, Task Force on Bias-Free Communication, *(1990)*

Rapports des Associations de professeurs d'université : FAPUQ

Qu'est-ce que la FAPUQ fait pour les femmes ?

Le Comité sur les femmes en milieu universitaire (CFMU) de la FAPUQ

Sans doute faut-il préciser rapidement d'abord ce qu'est la FAPUQ. La Fédération des associations de professeurs des universités du Québec (FAPUQ) regroupe neuf syndicats et associations d'universitaires au Québec, dont trois anglophones. C'est une fédération qui ne peut évidemment pas se comparer aux grandes centrales syndicales qui existent dans la province de Québec dans d'autres secteurs d'activité (CEQ, CSN, FTQ par exemple), mais elle est la seule à représenter un nombre aussi important de professeurs et professeures de l'enseignement supérieur (autour de 4000). La Fédération voit le jour à la fin des années soixante et vers la fin des années soixante-dix, alors que la plupart des syndicats universitaires n'en ont pas encore, elle se dote d'un comité des femmes, le CFMU (Comité sur les femmes en milieu universitaire), et pour en venir à la question du titre, ceci fut sans doute la première chose que la FAPUQ fit pour les femmes.

Sortir du ghetto

Mais il y a une réponse plus générale à notre interrogation, et c'est peut-être la suivante : la FAPUQ a fait pour les femmes ce que les femmes ont réussi à faire pour elles-mêmes à l'intérieur de cette structure.

Il ne s'agit évidemment pas ici de faire le procès de la FAPUQ, mais plutôt de souligner une série de problèmes que les femmes connaissent bien dès l'instant qu'elles ont une certaine expérience politique. Ces problèmes ne sont donc pas propres au fonctionnement particulier de cette organisation, mais à des degrés divers selon les périodes, ils la traversent.

Les organisations professionnelles, syndicales ou politiques prennent généralement plus au sérieux qu'il y a vingt ans ce que l'on pourrait appeler les problèmes spécifiques des femmes dans le monde du travail et dans le monde tout court. Il reste que, même en ces temps où le discours de l'égalité semble plus familier et plus accepté, les difficultés concrètes de mise en œuvre des principes sont très réelles.

Les comités de femmes, ont une position souvent inconfortable dans les syndicats ou associations universitaires du Québec. Ils ont à peine acquis le droit d'exister de façon relativement autonome, ils ont à peine réussi à se fixer des règles de fonctionnement démocratique et de travail, qu'ils ont à faire face à une sorte d'effet pervers de leurs luttes précédentes : on les considère parfois aujourd'hui comme non seulement les garants, mais les initiateurs, les promoteurs et les seuls responsables des politiques concernant les femmes dans les organisations, sans pour autant leur donner les véritables moyens de leur action et surtout en se lavant un peu facilement les mains d'une certaine responsabilité politique collective en la matière. Autrement dit, les femmes ont souvent l'impression d'être dans un ghetto dont elles ne sortent que pour se faire dire que leurs revendications sont trop coûteuses, trop irréalistes ou tout simplement non prioritaires.

La nécessaire intégration des comités des femmes au cœur même des instances est donc encore problématique. Cette situation est d'autant plus complexe qu'elle est le résultat d'au moins deux facteurs conjugués : d'une part une certaine indifférence (au mieux) des hommes concernant les problèmes des femmes et, d'autre part, une volonté des femmes d'être libres de décider pour elles-même. Si aujourd'hui les femmes du CFMU peuvent à l'occasion se sentir enfermées dans leur comité comme dans un ghetto, c'est aussi qu'elles n'ont évidemment pas que des problèmes de femmes. Elles devraient être présentes dans toutes les instances et sur tous les comités pour pouvoir débattre de leurs problèmes de professeures, de chercheures, de bibliothécaires.

Ces réflexions ne sont évidemment pas nouvelles, ce qui est nouveau aujourd'hui peut-être, c'est de voir comment on peut concrètement faire face à ces problèmes et arriver à aménager le fonctionnement démocratique des organisations en tenant compte non plus seulement des préoccupations de la majorité, mais aussi de celles des minorités. Beau programme!

C'est dans cet esprit que le CFMU a demandé à la FAPUQ d'encourager la participation des femmes dans toutes ses instances et comités, jusqu'à ce qu'on arrive à une représentation paritaire.

Ainsi, en juin dernier, le Conseil fédéral de la FAPUQ adoptait la proposition suivante :

« Sur proposition du CFMU, le Conseil fédéral :

- décide de veiller à ce que les femmes soient mieux représentées à toutes les instances de l'organisation, ainsi que dans ses comités, et cela en vue d'en arriver, d'ici un an, à ce que leur nombre représente 35 pourcent des effectifs, la proportion à viser serait de 50 pourcent d'ici la fin du siècle;
- incitera, en respect de l'autonomie des organisations, à agir pour que les femmes siègent dans les exécutifs, les comités des syndicats et associations et les comités de la FAPUQ;
- interviendra auprès des administrations universitaires québécoises et éventuellement auprès de la CREPUQ dans le même sens;
- et rapport sera fait par l'Exécutif de la Fédération lors des deux conseils fédéraux annuels, sur les initiatives qui auront été prises en ce sens. »

Un premier rapport a été fait au Conseil fédéral du mois de décembre dernier.

Ce que l'on peut constater de façon encore assez impressionniste, faute de données chiffrées établies sur plusieurs années, c'est que les femmes sont de plus en plus conscientes de l'importance qu'il y a à s'engager dans leurs organisations syndicales et de se présenter aux postes de pouvoir quand ils se libèrent. On a ainsi plutôt plus de femmes ces dernières années dans les exécutifs syndicaux et à la FAPUQ que par les années passées. Il faut remarquer également que les femmes semblent s'engager davantage dans les moments cruciaux, au moment des négociations des conventions collectives par exemple.

Cette prise de conscience des femmes et surtout leur mobilisation, sont sans doute en partie les fruits d'un certain nombre d'activités que la FAPUQ a rendu possibles, notamment en les finançant en grande partie, mais aussi en y apportant un soutien logistique considérable : les deux colloques d'avril 1989 et de février 1990 sur l'accès à l'égalité. Si on s'interroge parfois au CFMU sur l'utilité des colloques ou même sur le danger de leur multiplication, il reste que ces deux évènements ont été marquants pour les femmes de la FAPUQ. Ils ont permis qu'elles prennent conscience de leur place dans la fédération, de la force des analyses qu'elles étaient susceptibles de faire et de l'impact éventuel de ces analyses. Les femmes ont également participé à deux autres colloques de la FAPUQ, l'un sur la liberté universitaire et l'autre sur les relations de travail.

Des colloques aux effets multiples

Deux années consécutives, sous la présidence de Marilyn Taylor, puis de Arpi Hamalian, toutes deux de l'Université Concordia, le CFMU a organisé des colloques sur l'accès à l'égalité. On sait que le ministère de l'Enseignement supérieur et de la Science du Québec avait débloqué des fonds destinés à faire, dans les universités entre autres, des études diagnostiques sur les conditions d'emploi des femmes. Ces études, très vastes et très complexes du point de vue méthodologique ont été amplement commentées. À la lumière de ce qu'on sait aujourd'hui, il est évident qu'elles auront permis de faire la preuve qu'au-delà de ce que l'on pourrait appeler la discrimination directe, il existe dans les universités une autre forme de discrimination, plus sournoise, que l'on pourrait qualifier de systémique. Pas de grande surprise là-dessus dira-t-on, il reste que les résultats des enquêtes sont là, chiffrés parfois, et que les analyses ont été faites dans le détail. Ceux qu'il fallait convaincre l'ont peut-être été, toujours est-il que cette initiative gouvernementale a obligé les syndicats et associations à mettre les bouchées doubles en prouvant qu'ils étaient soucieux de lutter efficacement contre la discrimination systémique, à l'instar des administrations qui, pour un peu, auraient pu passer pour plus libérales qu'eux!

On peut encore être sceptique et même très critique sur l'égalitarisme qui sous-tend les études diagnostiques ainsi que sur l'implantation des fameuses politiques administratives qui doivent faire suite. Il reste toutefois que ces études patronnées par le Ministère ont créé une effervescence très féconde dans le monde universitaire et dans le monde syndical en particulier. Pour le CFMU, c'était-là une occasion à ne pas manquer. Il fallait absolument arriver à mener une réflexion parmi les femmes, d'une part sur leurs perceptions de leur place et de leurs problèmes dans les universités et d'autre part sur toute la question de l'égalité, et cela pour favoriser leur pleine participation aux études et aux activités syndicales qui ne manqueraient pas de les accompagner. C'est ce que les deux colloques ont permis, à des degrés divers. Ils ont permis surtout de montrer aux femmes moins rompues aux pratiques syndicales et politiques qu'elles pouvaient sortir de leur isolement, ils ont marqué, surtout celui de 1990, une nette évolution de leur niveau d'information et de politisation. Nul doute, donc, que ces deux colloques ont participé de façon assez décisive à la conscience collective des femmes universitaires québécoises et à une meilleure connaissance de leurs univers respectifs (il ne faut pas oublier à ce propos que francophones et anglophones ne se fréquentent pas énormément, même dans une ville comme Montréal où les deux communautés cohabitent directement, les lieux qui ➤

permettent la rencontre sont donc particulièrement importants. La FAPUQ joue, entre autres, ce rôle. Signalons également que les colloques CFMU/ FAPUQ étaient ouverts aux universitaires québécois non membres de la FAPUQ).

En décembre 1987, le Bureau de direction et le Congrès de la FAPUQ recommandaient « que les associations et syndicats membres de la FAPUQ adoptent des programmes d'accès à l'égalité ». Aujourd'hui, des programmes d'accès à l'égalité sont à l'œuvre dans certaines universités québécoises et certaines mesures en faveur de l'égalité commencent à apparaître dans les conventions collectives en particulier concernant l'embauche (voir les conventions collectives de l'Université Concordia, de l'Université Laval et de l'Université du Québec à Montréal en particulier; il faudra surveiller également dans les mois qui viennent les négociations en cours à l'Université de Sherbrooke et à l'Université de Montréal). C'est certainement le signe de la fin de la période de la rhétorique pure, comme le faisait remarquer Marilyn Taylor, ancienne présidente du CFMU et membre actuelle du comité sur le statut de la femme de l'ACPU, lors d'une rencontre récente.

Les actes du colloque de février 1990 ont été publiés par la FAPUQ sous le titre : « Le temps d'agir : stratégies d'implantation des programmes d'accès à l'égalité », la fédération inaugurait ainsi sa collection de cahiers. Dans ce recueil, on trouvera, entre autres, une analyse du contenu des conventions collectives des universités québécoises et de certaines universités canadiennes. Ce travail a été réalisé à l'initiative du CFMU et mené à bien sous la direction de Marilyn Taylor. On y examine la terminologie employée, l'état de la féminisation des textes, les clauses générales de non-discrimination, les procédures entourant les annonces de postes et l'embauche.

Représentations et prises de position

De plus, il est intéressant de remarquer que la FAPUQ fait aujourd'hui un certain nombre de gestes qui manifestent publiquement ses prises de positions en faveur de la cause des femmes.

Il serait trop long d'énumérer dans le détail toutes les interventions dont il s'agit, nous nous contenterons d'en donner quelques exemples :

- Lors de son conseil fédéral de décembre 1989, la FAPUQ adoptait la résolution suivante, après une discussion plutôt animée mais avec un vote très largement majoritaire : « En tant qu'éducateurs et éducatrices, nous devons offrir un éventail de choix le plus large possible pour les hommes comme pour les femmes. Nous nous opposons à la recriminalisation de l'avortement proposée par le projet de loi fédéral qui prive les femmes du droit de choisir le moment de leur maternité. »
- En décembre 1990, dans son mémoire déposé à la Commission parlementaire élargie sur l'avenir politique et constitutionnel du Québec, au chapitre intitulé droits pulitiques et constitution, la FAPUQ fait la recommandation suivante : « Si la Commission recommandait la mise sur pied d'une assemblée constituante afin de définir les termes d'une constitution propre au Québec, la FAPUQ recommande que les modalités concernant la composition de la constituante assure une représentation égale des hommes et des femmes et que, deuxièmement, la constitution renforce les droits collectifs des femmes (droit à l'égalité, de vote, à la représentation politique, etc.).»
- Enfin, la FAPUQ est intervenue à plusieurs reprises à propos de la tragédie survenue le 6 décembre 1989, d'abord en s'alliant au mouvement pour la prohibition des armes automatiques, initiative des étudiants et étudiantes de l'École Polytechnique et plus récemment en envoyant une lettre aux recteurs et rectrices des universités québécoises ainsi qu'à la CREPUQ pour suggérer que le 6 décembre devienne dorénavant un jour de réflexion dans les universités sur la place des femmes.

Il est évident que ces actions sont encore très souvent suggérées par le CFMU et que leur mise en œuvre suscite parfois discussions et désaccords, il est évident aussi que certaines initiatives des instances de la FAPUQ, comme la participation au mouvement pour la prohibition des armes automatiques par exemple, n'emportent pas forcément l'adhésion du comité et qu'une certaine méfiance mutuelle s'installe encore trop souvent dans les débats. Il n'y a là rien de très étonnant, ou en tous les cas rien de très différent des aléas normaux de la vie politique, diront certains et certaines, d'autres voient dans ces querelles le signe des difficultés que les femmes rencontrent à se faire entendre dans les organisations traditionnellement dominées par les hommes... Peu importe d'ailleurs l'explication que l'on préfère, la situation est claire : il y a encore bien du chemin à faire pour que les problèmes soulevés par les femmes dans les organisations comme la FAPUQ soient entendus et traités avec autant d'attention que les autres.

Des espoirs tenaces, malgré tout

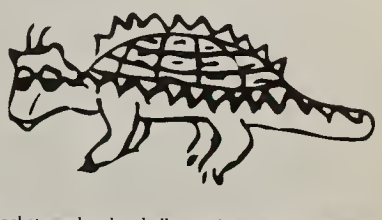
Il reste que les avancées que l'on a pu noter au cours des trois ou quatre dernières années sont encore bien fragiles. Il faut comprendre que cette fragilité est liée en partie à la nature et à l'organisation de la Fédération. Les organisations membres de la FAPUQ sont, dans la tradition bien courte du syndicalisme universitaire québécois, assez soucieuses de leur autonomie, pour employer d'ailleurs des termes qui se rapprochent de l'euphémisme! Pour parler plus net, ces organisations oscillent entre la conviction qu'elles pourraient très bien se passer d'une fédération, qui, en période de crise financière, coûte «toujours trop cher» et la tendance à négliger les aspects politiques du syndicalisme au profit de ses aspects les plus corporatistes. Dans ces conditions, même si l'exécutif de la Fédération est ouvert à la cause des femmes et soucieux de la faire avancer, on doit composer avec les résistances de certains. Et cela sans parler du fait que, par définition, un exécutif n'est là que pour quelques années au mieux et que rien ne garantit que le suivant sera plus uu moins «féministe». La mobilité du personnel politique des organisations telles que la FAPUQ est donc un handicap sérieux à la prise en compte sur le long terme, et donc avec une certaine cohérence, de la question des femmes (et de bien d'autres d'ailleurs). Il faut ajouter également que les effectifs du CFMU sont également assez mobiles et que les femmes qui y participent sont souvent tellement occupées à siéger sur d'autres comités administratifs ou académiques qu'elles ne font jamais de mandats très longs (un effet de plus de la sous-représentation des femmes dans les universités). Là encore, c'est la cohérence et le suivi des actions qui sont ainsi mis à mal.

Pourtant, il y a parfois des perspectives qui font espérer. Dernièrement, lors d'un colloque organisé par le comité des relations de travail de la FAPUQ, il a été proposé de mettre sur pied des sessions de formations syndicales pour les femmes. On a également suggéré que des comités ad hoc soient formés au moment des négociations de conventions collectives, afin que les revendications touchant les femmes soient mûrement préparées. Tout cela n'est pas sans intérêt. On sait bien que la mobilisation, l'information et la conscience politique et stratégique des femmes sont les garantes de bien des succès. Peut-être bien que les années qui viennent verront la FAPUQ participer d'avantage encore à ces succés.

TYRANNOSAURA REGINA (APIS)

This strain is found only in females of the sub-variety Tyrannosaurus Rex; these large and muscular specimens are most obviously distinguishable by their constant attempts to camuuflage all female characteristics. Some, indeed, have been known savagely to attack other females who approach them in a friendly fashion. Fiercely competitive, and protective uf gained advantage, they are frequently found in the company of members of the group Stegosaurus Timocrates, with whom they have on ceremonial occasions been observed to chant in unison.

ANKYLOSAURUS BIBLIOTHORAX



This creature shares with its namesake the prehistoric ankylosaurus, a spiky, hostile outward demeanor and a protective covering of rectangular plates. Seniority in the group is a function of the number and thickness of these plates, which are formed from compressed journal articles; pockets under the shell contain stashes of citations and footnotes, to be used in case uf surprise attack or other emergency. "Publish or be damned" is the watchword of this tribe, which scholars regard as one of the least gregarious of the dinosaurus academicus group.

by Sarah J. Shorten, Task Force on Bias-Free Communication, *(1990)*

Pour garantir la diffusion de renseignements à jour, prière d'ajouter le Comité du statut de la femme de l'ACPU à votre liste d'envoi de bulletins, de communiqués de presse, de rapports, etc.

Provincial Summary:

New Brunswick

by Christine Storm, Mount Allison University

Résumé

Mme Storm énumère les initiatives des universités du Nouveau-Brunswick en matière d'égalité en emploi. Seule l'Université du Nouveau-Brunswick est inscrite au Programme de contrats fédéraux et dispose, de plus, d'une coordonnatrice à temps plein responsable de l'égalité en emploi. Toutes les associations de professeurs sont dotées d'un comité du statut de la femme dont le degré d'activité varie d'une université à l'autre. Certaines associations, dont celle de l'Université du Nouveau-Brunswick, ont négocié dans leur convention collective des clauses relatives à l'égalité en emploi. Dans l'ensemble, les progrès sont lents pour le recrutement de femmes dans les postes permanents ou menant à la permanence. Certaines universités sont plus disposées que d'autres à réaliser cet objectif. À l'échelle gouvernementale, la loi sur l'équité salariale ne s'applique qu'à la fonction publique. Un comité consultatif gouvernemental sur la condition féminine exerce des pressions pour étendre la loi à d'autres groupes subventionnés par le gouvernement. Mme Storm conclut en expliquant que l'idée de l'égalité en emploi fait son chemin, mais très lentement.

The New Brunswick university system is composed of:

- the University of New Brunswick, — with campuses in Fredericton and Saint John;
- the Université de Moncton — with two branch campuses: in Edmundston (Saint-Louis-Maillet) and Shippigan;
- Saint Thomas University — although independent, shares some facilities with the University of New Brunswick; and
- Mount Allison University — a primarily undergraduate institution, in Sackville.

The faculty association at each of these institutions is the certified bargaining agent under the *New Brunswick Labour Relations Act*. The University of New Brunswick Faculty Association represents both campuses of UNB; both Shippigan and Saint-Louis-Maillet bargain independently of the Université de Moncton Faculty Association.

Only UNB and Université de Moncton have extensive graduate programs.

Saint Thomas University

Saint Thomas is not a member of the Federal Contractors Program. The only explicit employment equity policy is contained in the Collective Agreement. The agreement states that both the Faculty Association and the University are committed to employment equity and agree that "...initiatives be taken to increase the proportion of qualified women, native persons, members of visibly minority groups, and persons with disabilities among those acquiring academic appointments". Other clauses in the agreement refer to efforts to attract applications from such groups and stipulate that the short list of applicants for any position include at least one such candidate. The agreement also establishes a review committee to promote and monitor employment equity and specifies several reports pertaining to recruitment with respect to the employment equity policy. The review committee will include two members appointed by the employer and two by the union and stipulates that each of the parties "shall attempt to make at least one of their appointments from among the groups designated in the general policy". The Faculty Association has a Committee on the Status of Women which was active in the formulation of this policy. The Academic Vice President is supportive and favours gender balancing the faculty, which currently consists of 88 members. Parts of this policy are now being implemented. It is too early to assess its effectiveness.

Christine Storm, Mount Allison University

University of New Brunswick

The University of New Brunswick is unique among the province's universities in having a full-time Employment Equity Officer — Maureen Magee. I am grateful to her for submitting the following description of the employment equity situation at the University of New Brunswick.

The University of New Brunswick was certified under the Federal Contractors Program in March, 1988. The University is currently undergoing a compliance review under the program. In June of that year, the University and the Association of University of New Brunswick Teachers agreed, during collective bargaining, to establish an employment equity program to increase the representation of women on faculty. In September 1988, the University appointed an Employment Equity Officer who works within the Department of Personnel Services.

The current collective agreement includes an article which requires:

- the establishment of an employment equity committee;
- the identification of gender imbalances within academic departments;
- that department goals be set where imbalances exist for the hiring of women;
- that reasonable attempts be made to recruit candidates of the sex specified in the goals;
- that where no candidate has superior qualifications an offer be made to the best qualified candidate from the under-represented sex; and
- that statistics on appointment recommendations be collected.

A joint Employment Equity Committee was established according to the terms of the article discussed above. This committee was to include two representatives from the faculty union and two representatives from the University. The Committee has been actively promoting the concept of employment equity and implementing the procedures specified in the collective agreement, including consultation with academic units to establish hiring goals. The reports on hiring goals from these units will be reviewed and approved in the next few months. The Committee will be responsible for monitoring progress towards these goals and making appropriate recommendations. ➤

NUMBER AND PROPORTION OF WOMEN IN TENURED POSITIONS OR IN POSITIONS LEADING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
Mount Allison	16	12.2
UNB	80	15.3
Moncton	59	22.5
Shippigan	7	38.9
St-Louis-Maillet	6	13.6
St. Thomas	11	21.2

Source: Post-secondary Education, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

The Status of Women Committee at UNB is a Committee of the union. This Committee prepared the article on positive action, following the CAUT model clause. The negotiating team took the article to the bargaining table. The operative article is the result of these negotiations. The Status of Women Committee is continuing to prepare positions relating to employment equity for negotiations that will be beginning shortly. Provisions for childcare rank at the top of the priority list for the new contract. There is currently no childcare available on campus. The Administration at UNB has been generally supportive of positive action[1].

Université de Moncton

The Université de Moncton is not a member of the Federal Contractors Program. A joint committee of the Union and the University has recently completed a study which examined gender-representation, hiring, tenure, and promotion for the past ten years in each of the academic units. The recommendations of the Committee were approved by the Union and the Administration. Chief among the recommendations was the appointment of a committee to oversee hiring procedures and practices and also to ensure that gender-balanced departments do not pass over acceptable candidates of the under-represented gender. The appointment of an Employment Equity Officer was also recommended. Since the recommendations were approved, a new President has taken office. He has indicated his general approval but would like the policy broadened to cover both branch campuses of the Université de Moncton and also to include non-teaching staff as well as faculty. The matter is currently awaiting presidential action. A policy on sexual harassment is also awaiting action from the Administration.

The Union Committee on the Status of Women, which had been relatively inactive, has recently been expanded to seven members and is expected to be more active in the immediate future.

The Université de Moncton campus at Shippigan is not involved in the Federal Contractors Program. With a faculty of 24, of which two-thirds are women, Shippigan does not have the usual problem of gender imbalance. The Status of Women Committee has, therefore, been primarily concerned with attempting to get women candidates for administrative positions, in particular, for the position of Director of Academic Studies which is now open. In contrast to the faculty, there have been no women in the Administration for at least 17 years.

The Université de Moncton campus at Edmundston (Saint-Louis-Maillet) has forty faculty members of whom only five are women. The faculty association is acutely aware of the problem of gender imbalance, but sees little immediate hope to remedy this situation since there is very little hiring. They are hoping that adoption of the recommendations of the Université de Moncton Committee (described above) will, perhaps, allow some special provision to be made for Saint-Louis-Maillet. There is an active Status of Women Committee of the Union on campus. It intends to press for a policy aimed at replacing retiring faculty with women, wherever possible.

Mount Allison University

Mount Allison is not a member of the Federal Contractors Program. There are two committees concerned with women's issues, including employment equity. The first is the President's Advisory Committee on Women's Issues, appointed by and meeting with the President to formulate policies and make recommendations concerning women's issues. This Committee includes students and non-teaching staff members, as well as academic staff. The Committee has formulated a sexual harassment policy and a gender inclusive language policy which have been adopted as university policy by the Board of Regents. The Committee was also instrumental in establishing a childcare centre.

An employment equity policy for the university as a whole has been drafted and awaits the action of the Administration and the Board of Regents. This policy is primarily a statement of general principles including, as objectives, the elimination of discriminatory barriers, whatever their origin, and the achievement of a more balanced distribution of gender and minority groups in the various academic and non-academic units at the university. It recommends a number of steps for the development of programs to achieve these objectives and recommends the appointment of an Employment Equity Coordinator to document existing employment practices and report on progress toward these objectives. The Committee had earlier urged the Administration to establish a review committee to monitor: hiring practices, including attempts to recruit women candidates; hiring decisions; tenure; starting salaries; and promotion for evidence of fair practices with respect to gender. This has not, to date, been acted upon by the Administration.

There is also a committee of the Union concerned with the status of women. This Committee prepared clauses on employment equity for the last round of collective bargaining (1988). The resulting contract contains three clauses in each of the two articles concerned with the appointment of faculty members and librarians. Under these clauses, a gender is considered to be under-represented in a department or other academic unit when persons of the other gender with probationary or tenured appointments hold more than 70 percent of the complement. When there is a vacancy in such a department, special efforts are to be made to encourage and consider applications from qualified candidates of the under-represented gender. When no candidate is clearly better qualified, then the best qualified candidate from the under-represented gender is to be recommended for the position. In any case, the name of the best qualified candidate from the under-represented gender is to be forwarded to the Dean along with the name of the recommended candidate.

Stronger clauses with provisions for monitoring and enforcement are a high priority for the next round of negotiations which will begin in the near future. In spite of the policies and clauses described and in spite of two sympathetic university presidents, progress toward increasing the representation of women in faculty positions has been limited. As a result of the University's current financial circumstances and the age structure of the faculty, tenure-track positions rarely become available. In this context, it is discouraging that there have been at least two cases in which well-qualified women were not hired for tenure-track positions in departments in which women were under-represented, although the successful candidates were not clearly superior. There has been an increase in the number of women on faculty, but it is largely accounted for by term or replacement positions. It is clear to us that an effective policy requires enforcement by a supradepartmental committee that reviews departmental recommendations and has the power to over-ride them. It is also clear that such a committee cannot be composed entirely of academic administrators but must include representatives of the union and, more importantly, women. Another problem is the alleged absence of women applicants for positions, due in many cases to the lack of any genuine effort to search out suitable candidates beyond the mere statement of employment equity in advertisements and correspondence.

Provincial Initiatives

The Provincial government's Board of Management has an employment equity policy and is responsible for elaborating this policy to the public sector. So far the government has enacted pay equity legislation only for employees working directly with government departments (i.e., not school boards, hospitals, or universities). The Board of Management has implemented several measures in support of employment equity within the government, but there has been little evidence of real progress.

The last government appointed an Advisory Committee on the Status of Women. Jeanne d'Arc Gaudet, formerly on the faculty of the Shippigan campus of the Université de Moncton, is the full-time chair of this committee. The Committee is lobbying the Board of Management to extend the equity policy to other groups whose funds derive from the provincial government. The Advisory Committee has put out a brochure on employment equity for the private and public sectors for information purposes. The Advisory Committee is also very concerned with the inadequacy of childcare in New Brunswick. The government has recently announced a kindergarten program, but there is concern that the pay scale for kindergarten teachers is discriminatory. There is, however, a recently created Office of Child Care Services.

In summary, the provincial government has made some moves in the direction of employment equity but has not been aggressively pursuing the objectives of such a policy.

[1] *Of more than Academic interest: Women at UNB.* Prepared by the President's Advisory Committee on the Status of Women, October 1990.

Provincial Faculty Association Reports: FNBFA

At the FNBFA Board's annual meeting with the Premier in March, 1989 we decided to urge the New Brunswick government to introduce legislation to guarantee employment equity in the provincial civil service, thereby setting an example for other employers in the province. We pointed out to the Premier that other provinces (Manitoba and Ontario) had already introduced such legislation. We also requested that special funding be set aside for universities to hire Employment Equity Officers.

To our knowledge, no such legislation is, as yet, contemplated. Neither has the Maritime Provinces Education Commission recommended special funding for the hiring of Employment Equity Officers.

At the Federation's May, 1989 Annual General Meeting and Conference at St. Thomas University, Employment Equity was one of the conference topics. Lise Dubois (Université de Moncton) chaired a half-day seminar in which Sandra DeVinck (St. Thomas University), Jennie Hornosty (University of New Brunswick), Gwendolyn Creelman (Mount Allisnn) and Maureen Magee (Employment Equity Officer — UNB) participated.

To ensure circulation of up-to-date information please include the CAUT Status of Women Committee on your mailing list for newsletters, press releases, reports, etc.

Provincial Summary:

Nova Scotia

by Jane Gordon, Mount St. Vincent

Nova Scotia has a diversified and complicated system of post-secondary education which includes universities, select professional schools and a recently established system of junior colleges. This report on issues relating to the status of women will focus on the universities who are members of CAUT.

Dalhousie, Mount St. Vincent, Saint Mary's and the Technical University of Nova Scotia have all signed certificates of commitment to the Federal Contractors Program. Some of the smaller institutions are not eligible to the program as it exists today. None are under compliance review.

The commitment to equity issues has been developing within the province's faculty associations. In recent years, they have taken increasingly strong positions on matters of employment equity. However, this does not necessarily mean that women faculty in the province benefit from an altogether favourable situation.

Acadia, Dalhousie and Saint Mary's have employment equity plans in their collective agreements. The others simply have anti-discrimination clauses. Both the Dalhousie and Saint Mary's plans set goals and objectives for hiring. The Dalhousie plan has been approved by its Board of Governors but not by the Human Rights Commission of Nova Scotia, therefore its status remains unclear. At Saint Mary's, goals are set by individual departments, and the intention is to parallel the rate of women doctoral recipients. Dalhousie has the only Employment Equity Coordinator and Presidential Advisor on the Status of Women in the province.

Acadia has published the only recent document relating to the status of women. Its report titled "*The Marginalized Majority*" was issued last fall. It suggests that women students, faculty and staff at Acadia, still face systemic discrimination and that the situation has not dramatically improved since the first analysis done at Acadia. It seems that this document generated a great deal of controversy.

Faculty Associations have made employment equity one of their major concerns in recent rounds of negotiations. In fact, the question of salary anomalies figured prominently in the 1988 strike at Dalhousie. The inclusion of strengthened clauses on employment equity at both Dalhousie and Saint Mary's were the result of recent rounds of negotiations. Other institutions are also working on these issues.

Faculty associations also show support through their participation in Nova Scotia Confederation of University Faculty Associations (NSCUFA) activities. In a small province this kind of contact and sharing can be quite significant. NSCUFA has proven to be an excellent vehicle for the discussion of equity issues through meetings of its Council and its Collective Bargaining and Status of Women committees.

NSCUFA membership indicates that the number of faculty members in the province has been increasing. However, faculty are victims of the fiscal restraint policies of both government and universities. This economic climate combined with the fear, prevalent in some institutions, that the status quo is being threatened make working towards employment equity a difficult task. It can also be said that these issues are raised and solutions are implemented only because of strong pressure exerted by womer faculty.

Jane Gordon, Mount St. Vincent

NUMBER AND PROPORTION OF WOMEN IN TENURED POSITIONS OR IN POSITIONS LEADING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
Acadia	37	19.7
Ste-Anne	13	33.3
Dalhousie	147	19.4
Mt. St. Vincent	77	58.3
NSCAD[1]	0	0.0
TUNS	1	1.0
St. Francis Xavier	29	20.9
Saint Mary's	27	16.9
Cape Breton	12	14.6

1 *According to the Statistics Canada data, all full-time faculty at the Nova Scotia College of Art and Design hold contract positions, and there are neither men nor women in the tenure-stream.*

Source. Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data.

Provincial Faculty Association Reports: NSCUFA

Given the size of the province, the Nova Scotia Confederation of University Faculty Associations (NSCUFA) has proven to be a useful vehicle for communication amongst women at the province's universities. NSCUFA was the first provincial association to establish a Status of Women Committee made up of members nominated by Faculty Associations on each campus. The two farthest-flung institutions have corresponding members who generally do not attend meetings.

In its early years the Committee began a study of hiring and retention policies for women at the province's universities as well as producing and publishing *Her and His: Language of Equal Value* which is still available from the NSCUFA office.

Lobhying the provincial government on matters relating to women has also been of continuing concern to us, although seemingly not to our government. At present the Nova Scotia government's major initiative concerning equity, applicable to universities, is its pay equity legislation. There are, however, significant problems in applying it to universities. Fortunately, one positive outcome is that each university must hire a Pay Equity Coordinator.

The NSCUFA Status of Women Committee continues to be active. In January it co-organized a workshop with the Collective Bargaining Committee on "Bargaining Equity Issues". Representatives of all but one of the province's universities participated in the workshop.

Provincial Summary: P.E.I. & Newfoundland/ Labrador

by Penny Allderdice, Memorial University

Prince Edward Island

FCP membership status

The University of Prince Edward Island (UPEI) has no federal contract large enough to require compliance with the Federal Contractors Program, thus they are not a member. A pay equity act is in place to address gender equality. At present there are no other current university initiatives identified through the UPEI personnel office. However, the faculty association reports that the President of UPEI, the President of the Faculty Association, the Dean of Arts, and a Status of Women representative are involved in drafting an affirmative action policy and preparing an employment equity plan. The faculty association has collected male/female data. UPEI has the lowest proportion of female faculty and is said to generally not recognize that there is any problem with regard to other visible minorities.

Newfoundland and Labrador

Memorial University of Newfoundland (MUN) is the only university in the province. The Memorial University Faculty Association (MUNFA) has approximately 920 members and signed its first collective agreement in 1988.

FCP membership status

MUN became a signatory of the Federal Contractors Program in 1990 and is presently in the process of conforming with the program's requirements. The administration and MUNFA have appointed members to two committees: the Presidential Advisory Committee on Employment Equity and the joint administration/faculty association Review Committee on Affirmative Action.

Employment Equity Plan

MUN has neither a formal employment equity plan nor an action strategy. There is no staff position dedicated solely to employment equity matters. The concern of MUNFA is that this work will be added to the job description of a current position, thereby downgrading its importance and effectiveness.

The Presidential Advisory Committee on Employment Equity is chaired by the deputy registrar. This 10 member committee consists of representatives from all bargaining and non-bargaining units. The committee is in the process of compiling data from a "self- identification" census of all university staff.

The Review Committee on Affirmative Action was agreed to by Article 15 of the 1988 collective agreement. The committee has four MUNFA appointees and four appointed by the Administration. At present the committee is chaired by Dr. Linda Kealey of the Dept. of History. The committee's mandate is to develop an Affirmative Action Programme for the University's academic community in order to "improve the employment status of women, native people, and disabled people". This Review Committee is authorized to review procedures, actions, and outcomes related to recruitment and appointment of Academic Staff Members to assure that due emphasis is given to increasing, as appropriate, the proportion of targeted groups, as stipulated by the contract. To date the committee claims to have completed the self-identification of faculty members and is presently compiling statistics on faculty appointments at Memorial over the last 5 years. Members of the Committee are meeting with the various Deans to present their survey results and also discussing their mandate in various Faculty Council Meetings. They are generally met with polite response but no obvious action.

Penny Allderdice, Memorial University

Review Committee Preliminary Report, 1990

The preliminary report authored by the Review Committee on Affirmative Action[1] in 1990 noted that of 105 administrative positions, only 14 (13.3 percent) are filled by women. Within the eight senior executive positions, only one is filled by a woman. Only Education, the Library, and Nursing show significant numbers of women in administrative positions. The report compared the number of women graduating with higher degrees in Canadian universities to MUN's representation of women in various departments.

Using this measure, most departments do not have a representative number of women faculty. In the Arts faculty, for example, Anthropology has 18.8 percent women compared to 42.8 percent of doctorates earned by women from 1982 to1988. Similar discrepancies were noted for English, Geography, Religious studies and Sociology. In Business Administration women earned almost 24 percent of the doctorates, but make up 18 percent of our faculty. Twenty-eight percent of the Faculty of Education are women, but 46.8 percent of the doctorates were earned by women. Even greater discrepancies are present in the sciences. The departments of Physics and Earth Sciences had no women faculty. In Biology, 17.9 percent of the faculty were women while the proportion earning doctorates in Canada in the 80's was 27 percent.

The Committee's report concludes "These statistics suggest that many areas of the University need concerted effort to change hiring practices to correct the imbalances noted ....academic units must examine their hiring practices and bring their units in line with current realities."

The President of MUN and some members of the Review Committee on Affirmative Action are presently courting all women faculty and the few women administrators, inviting them to a reception to discuss formation of a women's association outside of MUNFA's Status of Women Committee. This is seen by some as a positive step, and by others as a potential diversion of energy from the work

continued on page 32

NUMBER AND PROPORTION OF WOMEN IN TENURED POSITIONS OR IN POSITIONS LEADING TO TENURE, 1989-90

	Number of Women in Tenured and Tenure-Stream Positions	Percentage of Tenured and Tenure-Stream Positions Held by Women
Memorial	185	19.6
UPEI	19	13.5

Source: Post-secondary Education Section, Education, Culture and Tourism Division, Statistics Canada. Unpublished data

P.E.I. and Newfoundland/Labrador *continued from page 31*

and goals of MUNFA. This kind of informal association apart from MUNFA was initiated earlier within the Faculty of Medicine by an Associate Dean. The energy of the women members in this medical group is in large part directed towards identification and solution of student problems.

Salary anomalies were identified and addressed in the collective bargaining leading to the first union contract. Further attempts to correct anomalies due primarily to length of faculty experience prior to appointment at MUN, are part of the current negotiations.

The MUNFA Status of Women Committee provides a vehicle for bringing women faculty into the activities and work of the union. It also supplies candidates for MUNFA and CAUT committees as well as the MUNFA Executive.

In 1990 the MUNFA Status of Women Committee invited MUNFA members from the Sexual Harassment Advisory Board and the Affirmative Action Committee to take an active role in reviewing articles from the 1988 contract that affect the status of women faculty. Out of these discussions a number of revisions to current collective agreement articles were sent to the MUNFA proposals committee. In a number of instances, these then became the basis for the present (1991) MUNFA bargaining position.

[1] *Report on male/female representation in the faculty at MUN* (July 1990 figures). Authored by members of the Review Committee on Affirmative Action.